

DOCUMENT RESUME

ED 276 778

UD 025 123

TITLE New York State Hispanics: A Challenging Minority.
INSTITUTION New York Governor's Advisory Committee for Hispanic Affairs, New York.
PUB DATE 85
NOTE 484p.; Executive Orders (appended) contain small print.
PUB TYPE Reports - Evaluative/Feasibility (142) -- Information Analyses (070)
EDRS PRICE MF02/PC20 Plus Postage.
DESCRIPTORS Demography; *Economic Status; Employment Opportunities; *Hispanic Americans; Income; Occupations; *Racial Discrimination; *Social Services; *State Government; State Programs; Welfare Services
IDENTIFIERS New York

ABSTRACT

This report submitted to the Governor of New York focuses on three goals: (1) to accurately describe the plight of Hispanic New Yorkers; (2) to suggest steps, based upon intelligent and sensitive reflection, which New York State may take to improve their current situation; and (3) to raise the consciousness of State administrators and members of the Hispanic community concerning the special characteristics of their community and the nature of assistance available to it through the State. Hearings were held throughout the State on issues affecting the quality of life of Hispanics, and 45 State agencies were surveyed to assess the availability of Spanish language materials and programs for Hispanics. The basic problems are: poverty, lack of employment opportunities, lack of educational opportunities, lack of preventative measures to address the needs of Hispanic youth, difficulties in accessing services, discrimination, and the language barrier. The report points to a variety of issues that require State government action and organizes findings and recommendations by State agencies. Some of the recommendations include: (1) increasing the number of Hispanics working in State government; (2) reforming the educational system to provide enhanced employment opportunities for students and graduates; (3) encouraging Hispanic business enterprise and other anti-poverty efforts; (4) encouraging Hispanic representation at all levels of State government; (5) and funding research focused on the impact and responsiveness of State agencies to Hispanics' needs. Appended are copies of Executive Orders 21 and 41 pertaining to arrangements for contract compliance and minority-owned businesses and establishing a comprehensive work force planning program. Also appended are a copy of the State agency survey instrument and a county by county list of hearing participants. (ETS)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

NEW YORK STATE HISPANICS: A CHALLENGING MINORITY



GOVERNOR'S ADVISORY COMMITTEE FOR HISPANIC AFFAIRS

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

☒ This document has been reproduced as
received from the person or organization
originating it.

☐ Minor changes have been made to improve
reproduction quality.

• Points of view or opinions stated in this docu-
ment do not necessarily represent official
OERI position or policy.

MARIO M. CUOMO
GOVERNOR

MANUEL DIAZ, JR.
CHAIRMAN

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

S. R. Remeski

Governor's Office
(Hispanic Affairs)

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

NESTOR LLAMAS
EXECUTIVE DIRECTOR

TABLE OF CONTENTS

Acknowledgements.....	i
Membership.....	iv
Preface.....	v
Sequela.....	x
Overview of Relationship of Hispanics and State Government.....	1
Hispanics in New York State.....	8
State Agencies.....	41
Summary of Conclusions and Recommendations.....	45
Office of Advocate for the Disabled.....	51
Office for the Aging.....	58
Department of Agriculture & Markets.....	68
Banking Department.....	75
Department of Commerce.....	80
Department of State.....	86
Commission of Correction.....	94
Crime Victims Board.....	97
Division of Correctional Supervision.....	102
Division of Criminal Justice.....	103
Division of Parole.....	110
Division of Probation.....	116
Department of Correctional Services.....	121
Council on the Arts.....	128
Consumer Protection Board.....	134
Department of Civil Service.....	138
Council on Children and Family.....	150
Department of Social Services.....	154

Commission on Quality of Care for Mentally Disabled.	170
Office of Mental Health.....	175
Division of Substance Abuse.....	185
Division of Alcoholism & Alcohol Abuse.....	194
Office of Mental Retardation & Developmental Disabilities.....	200
Education Department.....	206
Higher Education Service Corp.....	225
State University of New York.....	232
Public Employee Relations Board.....	243
Office of Employee Relations.....	247
Division of Human Rights.....	251
Office of General Services.....	257
Urban Development Corporation.....	263
Department of Labor.....'	267
Division of Housing and Community Renewal.....	282
Department of Transportation.....	292
Department of Health.....	297
Division of Youth.....	306
Workers' Compensation Board.....	314
State Board of Elections.....	320
Division of State Police.....	324
Division of Alcohol and Beverage Control.....	328
Division of Lottery.....	332
Department of Motor Vehicle.....	337
Department of Taxation and Finance.....	341
Division of Veterans' Affairs.....	345
Office of Parks, Recreation and Historic Preservation.....	349

Department of Public Service.....	354
Division of the Budget.....	358
State Insurance Fund.....	361
Commission on Public Employee Pension and Retirement System.....	364
Executive Chamber.....	367
New York State Thruway Authority.....	370
Department of Environmental Conservation.....	372
Department of Law.....	374
Department of Audit and Control.....	376
Division of Equalization and Assessment.....	378
Division of Military and Naval Affairs.....	380
Racing and Wagering Board.....	382
New York State Housing Finance Agency.....	384
State Energy Office.....	386
State Committee on Sentencing Guidelines.....	388
St. Lawrence-Eastern Ontario Commission.....	390
State Labor Relations Board.....	392
Office of Business Permits and Regulatory Assistance.....	394
Joint Labor-Management Committee.....	396
Commission on Judicial Nomination.....	398
Adirondack Park Agency.....	400
State Commission on Cable Television.....	402
Office of the Special Prosecutor to Investigate the New York City Criminal Justice System.....	404
Temporary State Commission of Investigation.....	406
New York State Financial Control Board.....	408
Job Development Authority.....	410

New York State Energy Research and Development Authority.....	412
New York State Teacher's Retirement System.....	414
New York State Bridge Authority.....	416
State Northeastern Queens Nature and Historical Preserve Commission.....	418
State Board of Social Welfare.....	420
Department of Insurance.....	422
Inter-Office Coordinating Council (OMH).....	424
Medicaid Fraud Control (Law).....	426
Labor-Management Commission.....	428
Bibliography.....	429
Appendix.....	433
Executive Order 21.....	A
Executive Order 41.....	B
Survey.....	C
Listing of Hearing Participants.....	D

LIST OF TABLES

Demographic Data¹

1.	New York State Hispanic population urban/rural residence...	11
2.	New York State counties with largest Hispanic population...	12
3.	New York State counties with largest Hispanic population by national origin.....	15
4.	Nativity and Citizenship.....	17
5.	Age distribution.....	19
6.	Family type by presence of own children.....	21
7.	Persons per household and persons per family.....	23
8.	Marital status of persons 15 years and over.....	24
9.	Years of school completed by persons 55 years old and over, by sex.....	25
10.	School enrollment by age.....	27
11.	Ability to speak English of persons who speak Spanish at home, by age.....	29
12.	Mean weekly earnings of full time workers by years of school completed.....	32
13.	Median yearly earnings by occupational categories.....	34
14.	Poverty status by age, sex, and type of household: 1979...	35
15.	Poverty status of families: 1979.....	36
16.	Major occupations of employed persons 16 years and over....	38
17.	Selected ¹ Civil Service Work Force and Hispanic Civil Service Work Force.....	46

¹All statistics correspond to the year 1980 unless otherwise stated.

New York State work force by agency: 1984

18.	Office of the Advocate for the Disabled.....	56
19.	Office for the Aging.....	64
20.	Department of Agriculture and Markets.....	72
21.	Department of Banking.....	78
22.	Department of Commerce.....	83
23.	Department of State.....	92
24.	Commission of Corrections.....	95
25.	Crime Victims Board.....	100
26.	Division of Criminal Justice.....	108
27.	Division of Parole.....	113
28.	Division of Probation.....	119
29.	Department of Correctional Services.....	126
30.	Council on the Arts.....	132
31.	Consumer Protection Board.....	136
32.	Department of Civil Service.....	145
33.	Council on Children and Families.....	152
34.	Department of Social Services.....	166
35.	Commission on Quality of Care for the Mentally Disabled...	173
36.	Office of Mental Health.....	180
37.	Division of Substance Abuse Services.....	191
38.	Division of Alcoholism and Alcohol Abuse.....	198
39.	Office of Mental Retardation and Developmental Disabilities.....	204
40.	Education Department.....	219
41.	Higher Education Services Corporation.....	229

42.	State University of New York.....	241
43.	Public Employees Relation Board.....	245
44.	Office of Employee Relations.....	249
45.	Division of Human Rights.....	255
46.	Office of General Services.....	261
47.	Department of Labor.....	279
48.	Division of Housing and Community Renewal.....	289
49.	Division of Transportation.....	295
50.	Department of Health.....	303
51.	Division for Youth.....	312
52.	Workers' Compensation Board.....	317
53.	State Board of Elections.....	322
54.	Division of State Police.....	326
55.	Division of Alcoholic Beverage Control.....	330
56.	Division of the Lottery.....	335
57.	Department of Motor Vehicles.....	339
58.	Department of Taxation and Finance.....	343
59.	Division of Veterans' Affairs.....	347
60.	Office of Parks, Recreation and Historic Preservation.....	352
61.	Department of Public Service.....	356
62.	Division of the Budget.....	359
63.	State Insurance Fund.....	362
64.	Commission on Public Employee Pension and Retirement Systems.....	365
65.	Executive Chamber.....	368
66.	New York State Thruway Authority.....	371
67.	Department of Environmental Conservation.....	373

68.	Department of Law.....	375
69.	Department of Audit & Control.....	377
70.	Division of Equalization and Assessment.....	379
71.	Division of Military and Naval Affairs.....	381
72.	Racing and Wagering Board.....	383
73.	New York State Housing Finance Agency.....	385
74.	State Energy Office.....	387
75.	State Committee on Sentencing Guidelines.....	389
76.	St. Lawrence-Eastern Ontario Commission.....	391
77.	State Labor Relations Board.....	393
78.	Office of Business Permits and Regulatory Assistance.....	395
79.	Joint Labor-Management Committee.....	397
80.	Governor's Commission on Judicial Nomination.....	399
81.	Adirondack Park Agency.....	401
82.	State Commission on Cable Television.....	403
83.	Office of the Special Prosecutor to Investigate the New York City Criminal Justice System.....	405
84.	Temporary State Commission of Investigation.....	407
85.	New York State Financial Control Board.....	409
86.	Job Development Authority.....	411
87.	New York State Energy Research & Development Authority....	413
88.	New York State Teacher's Retirement System.....	415
89.	New York State Budget Authority.....	417
90.	State Northeastern Queens Nature & Historical Preserve Commission.....	419
91.	State Board of Social Welfare.....	421
92.	Department of Insurance.....	423
93.	Inter-Office Coordinating Council.....	425
94.	Medicaid Fraud Control (Law).....	427
95.	Labor-Management Commission.....	428

ACKNOWLEDGEMENTS

Many individuals invariably play a role in the development and completion of a document. Nevertheless, as staff and machine drudged on, although not always in tandem, to complete this report, many persons provided both moral assistance as well as plain hard work, and therefore are worthy of particular mention.

To begin with, a special word of appreciation must go to each person who took valuable time to testify before the Committee. They are truly the individuals who made both the Interim Report and this project possible. To each of them, a heartfelt thanks.

Special mention and gratitude must go to Mrs. Charlesetta Nougode, a "Kelly Person" who was invaluable to us in her personal dedication to the goals of the Committee. She worked weekends as well as long hours into the late evening--almost every night during the past months.

No project, no matter how small or broad in scope, can succeed without the thoughtfulness and caring that a person like Dr. Elsie Fradera Swanteson, Director of Research, gave to this project. She developed the outline, gathered the critical materials and gave form to the report. Her tenacity of purpose and intellectual leadership provided all of us with the will to persevere. This effort is clearly hers, and

she is deserving of the highest praise both from her colleagues and the Committee members. The staff thanks you for your dedication.

Ably assisting Dr. Fradera was Ms. Maria Guadalupe, Research/Administrative Assistant; our "ace-in-the-hole" so to speak. All tasks, no matter how tedious or complex, were handled with quiet efficiency and professionalism. While at times staff agonized about how we would ever finish this project, Maria maintained the intellectual and emotional toughness to keep it all together. She has truly been a Woman For All Seasons to our office, and served as a source of strength and inspiration to each of us.

Every so often an executive is fortunate enough to have a series of unrelated circumstances bring to him/her, a person who fits the last piece of a complex puzzle. That person was Mario Vera, a doctoral candidate at Fordham University, Department of Sociology, who was referred to us by Dr. Lloyd Rogler. He has contributed to every facet of this project and is responsible for all tables, graphs, demographic data, and much more. His intelligence and caring are clearly an intricate part of this report.

Mr. Howard Jordan, Legislative Assistant, who was consistently available for whatever task was necessary, and who contributed thoughtful insights to the analytical work. His colleagues have found a fellow worker who can be dependable-especially during a crisis situation.

Ms. Maritza Nazario, Senior Stenographer, for her clerical assistance.

To Father Joseph P. Fitzpatrick, Professor Edward Gonzalez, Dr. Lloyd Rogler, Dr. Isaura Santiago, for reviewing the documents, and their contributions in the recommendations.

To each member of the Committee who, for more than a year, have eagerly listened and exchanged views with the hundreds of persons who testified around the State, and who participated fully in the development and finalization of the recommendations. In particular the Committee Task Force, Manuel Diaz, Jr., Ms. Nancy Padilla, Dr. Olga Elena Mendell, Ms. Magdalena Torres and Eduardo Cuesta, for providing insight and nurturing ideas through several levels of review.

Manuel Diaz, Jr., The Chairperson for the Governor's Advisory Committee has, through giving selflessly many hours and caring, provided the leadership that is always necessary to accomplish any task. To that end, Manny deserves the respect and admiration of his colleagues on the Committee for his unfaltering leadership. Since he was selected as Chairperson by Governor Cuomo last year, he has been a staunch supporter of the Committees' role in its attempt to correct past and present injustices toward Hispanics. He has served the Committee, its staff, and the Hispanic community of New York State with dignity and respect.

Nestor Llamas
Executive Director



ESTABLISHING A GOVERNOR'S ADVISORY COMMITTEE FOR HISPANIC AFFAIRS

WHEREAS, members of the Hispanic community have contributed significantly to the State and its government to the benefit of all of the people in the State; and

WHEREAS, the State must continue to be responsive to the special needs and concerns of its Hispanic citizens; and

WHEREAS, a mechanism must be established to ensure that members of the Hispanic community have opportunities to participate in all levels of government;

NOW, THEREFORE, I, Mario M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and the Laws of the State of New York, do hereby order as follows:

I. Governor's Advisory Committee for Hispanic Affairs

There is hereby created a committee to be known as the Governor's Advisory Committee for Hispanic Affairs (the "Committee"). The members of the Committee shall be appointed by the Governor. A chairperson and vice chairperson shall be designated by the Governor. The members of the Committee shall receive no compensation, but shall be entitled to reimbursement for any necessary expenses incurred in connection with the performance of their duties.

II. Purpose and Responsibilities of the Committee

1. The Committee shall identify and evaluate areas of particular concern to the Hispanic community and submit recommendations to the Governor for his review. The Committee shall place special emphasis on the following areas:

- a. development of increased opportunities for involvement of Hispanics in all aspects of State government.
- b. coordination of resources to create effective bilingual education and vocational training programs.
- c. evaluation of policy decisions affecting the Hispanic community.
- d. analysis of State policies to ensure that business enterprises owned by Hispanics are given full opportunity to participate in State contracting activities.

2. The Committee, in conjunction with the Governor's Executive Committee for Affirmative Action, shall ensure effective implementation of affirmative action programs to increase employment opportunities for Hispanics in State government.

3. The Committee shall report on a regular basis to the Governor on its activities. The Governor shall designate a liaison to the Committee to coordinate its activities and to present suggestions as to areas requiring the Committee's special expertise.

4. The Committee may request and shall receive from any department, division, board, bureau, commission or agency of the State such assistance and data as will enable it to carry out its purpose and responsibilities hereunder.

Michael Del Guadalupe
Secretary to the Governor

Mario M. Cuomo
Governor

GOVERNOR'S ADVISORY COMMITTEE

FOR

HISPANIC AFFAIRS

-- M E M B E R S H I P --

Mr. Manuel Diaz, Jr., Chairman
Executive Director of PROGRESS, INC.

Ms. Nancy Padilla, Vice Chairperson
President, City School District
Rochester Board of Education

Senator Olga Mendez, Member
New York State Senator

Most Reverend Rene Valero, Member
Auxiliary Bishop of Brooklyn

Ms. Magdalena Torres, Member
District Manager-Media Relations NY, Telephone Co.

Mr. Eduardo Cuesta, Member
President, Samba Realty Co.

Dr. Olga Elena Mendell, Member
Associate Professor of Spanish, D'Youville College

Mr. Fernando Fuentes
Director, Spanish Community Progress Foundation, Inc.

Ms. Olga Diaz, Member
Vice President, Shirt & Leisurewear, Joint Board;
Almalgamated Clothing and Textile Union

-- STAFF --

Mr. Nestor Llamas, Executive Director
Mr. Jose Angel Noriega, Executive Assistant Director
Dr. Elsie Fradera, Research Director
Mr. Howard Jordan, Legislative Assistant
Ms. Maria Guadalupe, Administrative Assistant, Research Assistant
Ms. Maritza Nazario, Senior Stenographer

PREFACE

The following report is respectfully submitted to the Governor in the hope that it will alter the current situation of Hispanics in the State of New York. The report is based upon statewide public hearings held by the Governor's Advisory Committee for Hispanic Affairs, and information submitted by State agencies. The report encompasses Hispanics' views on State services in general, as well as on how State agencies service Hispanics and recommendations for improvement of services.

This report augments the Interim Report submitted to Governor Cuomo on July 30, 1984. The Interim Report focused on general issues that arose during public hearings in Upstate, New York. The urgency of these issues prompted the submission of an interim report prior to the completion of the public hearings.

As the full public hearings revealed, and this report describes, the situation of the majority of Hispanics in New York State is extremely troubling. The same basic issues emerge again and again: poverty, lack of employment opportunities, lack of educational opportunities, lack of preventative measures to adequately address the needs of our youth, difficulties in accessing services, discrimination, and the language barrier.

The reality is that not only is the Hispanic community faced with unusual poverty and unemployment, which in turn

produce a range of social and health problems, but also Hispanic New Yorkers are far less able than are other low income people to make adequate use of the existing service system.

Accordingly, findings and recommendations are organized by State agencies. This method was chosen in the belief that through increased attention to particular service delivery problems, reform efforts can be focused and facilitated. We especially urge that such efforts be focused upon the underrepresentation of Hispanic workers within State agencies.

Increasing the number of Hispanics working in State government is an essential solution to a variety of problems. It would be a step toward lowering unemployment rates among Hispanics. More importantly, it would afford Hispanics involvement in the solutions to pressing problems. The implementation of Affirmative Action for Hispanics will undoubtedly improve access to services and diminish language barriers. It is, thus, a step toward eliminating discrimination.

Enhanced opportunities in employment must be accompanied by an overhaul in the educational system. The low level of education of Hispanic youth cannot continue.

The poverty in the Hispanic community must also be relieved. Improvement of the economic picture of the Hispanic community must be a priority. Hispanic business

enterprise must be encouraged, and Executive Order #21 vigorously implemented.

This report hopes to achieve three goals: first, to accurately describe the plight of Hispanic New Yorkers; second, based upon intelligent and sensitive reflection, to suggest steps which New York State may take to improve Hispanics' current situation; and third, to raise the consciousness of State administrators and members of the Hispanic community alike concerning the special characteristics of the Hispanic community and the nature of potential assistance available to it through New York State.

The report points to a variety of issues that require State government action. The view of the Committee is that the problems of New York State Hispanics can be solved only when the choices and decisions to be made are made with the participation of those affected. Indeed, the absence of this kind of decision making has rendered well-intentioned State policy ineffective and even counterproductive in many areas.

Because participation is the source of a continual supply of democratic energy, most of the recommendations to specific agencies emphasize in one way or another the theme of access as the means of achieving full inclusion of Hispanics in the decision-making process within State government. In this context, Hispanics' involvement in the decision-making processes is at the center of the means to identify and address Hispanics' social problems.

Participation is also an essential element of the goals to be achieved; that is, we must strive to have Hispanics meaningfully represented at all levels of State government, as well as to broaden Hispanics' access to all means of achievement.

Finally, we must emphasize the need for research; State agencies involved in research activities have largely neglected the Hispanic population.

The Commission strongly recommends that research on the State's minority population include a separate Hispanic category, with a breakdown of the major Hispanic subgroups whenever possible.

We also recommend the funding of Hispanic-focused research. While Census data have provided the portrait of the status of the Hispanic population included in this document, research, both qualitative and quantitative, is necessary in order to comprehend the role different factors have played in the development of the present Hispanic situation so that effective plans can be implemented.

In short, the projected growth of the Hispanic population for the rest of the century calls for expanded and continuous research efforts to monitor the progress, impact, and responsiveness of State agencies to Hispanics' needs. Documenting these needs has been one of the major tasks of this report; monitoring agencies' provisions should be our essential task in the future.

While this report marks the end of one process, it must signal the undertaking of far more challenging tasks. If the first steps taken by the State as a result of the Interim Report, and the overwhelming response to the public hearings are accurate measures, New York's Hispanic community is beginning to view its relationship to the State with an optimism that needs to be strengthened.

In conclusion, while realizing the difficulty of change, we also realize the need for change. Our position is perhaps best summarized by remarks Governor Mario Cuomo offered at a recent meeting of the Hispanic Chamber of Commerce:

"No administration, no matter how well intended, can wipe away in a year--or in four or eight years--a legacy of centuries. To claim otherwise would be to raise hopes we couldn't meet and add new frustrations to the old.

But we are right to believe we can change things, that we can make this society fairer and more just, that we can create opportunities, and in achieving every small success point the way to a better future."¹

¹
Governor Mario M. Cuomo, speech at Hispanic Chamber of Commerce, June 22, 1984, Waldorf Astoria Hotel, New York City.

SEQUELA

The Interim Report has initiated a number of changes. Governor Cuomo, concerned with the severity of the problems the Interim Report revealed, has ordered that a number of specific steps be taken immediately. These include the following:

- Under the direction of the Director of Executive Services, increased efforts will be made to identify and recruit Hispanic professionals to State government service.
- Henceforth, the Executive Director of the Governor's Advisory Committee on Hispanic Affairs will also serve on the Governor's Executive Committee for Affirmative Action in order to insure effective and coordinated efforts to increase the number and percentages of Hispanics working in State government.
- The State's Civil Service Commission will review the Committee's proposals including the proposed expansion of the Commission and the establishment of hiring policies sensitive to the characteristics of the Hispanic population.
- The Advisory Committee will meet on a monthly basis to discuss the effectiveness of initiatives undertaken to increase Hispanic representation in the State's workforce. Revisions of those initiatives will be made and alternative approaches considered when appropriate.
- A member of the Advisory Committee shall be appointed to the Governor's Executive Committee on Minority Women-Owned Business Development.
- Private Industry Council (PIC) guidelines will be reviewed to insure adequate, proportionate participation by Hispanics and other minorities.
- Research will begin into the possibility of establishing a centralized Spanish-language Hotline designed to respond to inquiries concerning service delivery problems and to provide appropriate referrals.

- A study of alcohol and drug abuse among Hispanic youth will be initiated under the cooperative direction of the Division for Youth and the Divisions of Alcoholism and Substance Abuse.
- The Governor's Subcabinet on Human Services will schedule meetings with the Association of Puerto Rican Executive Directors and others leaders of the Hispanic community to discuss new programs, service delivery and funding.

The increasing number in appointments of Hispanics to State Government is cause for optimism. To date, Governor Cuomo has appointed 118 Hispanics and re-appointed 20, for a total of 138; of these, 49 are appointments to Boards and Commissions and 89 to salaried jobs. In two years, Governor Cuomo has doubled his predecessor's Hispanic appointments to salaried jobs.

Governor Cuomo continues closely involved in efforts to implement the activities he outlined during his meeting with the Committee on October 26th meeting. While the Advisory Committee's staff is still in the process of reviewing agency responses to the Governor's directives, promising first steps are readily apparent. For example, the New York State Department of Labor, in concert with the Departments of Commerce, and Taxation and Finance, has agreed to initiate a study of the reasons for low employment rates among Hispanics. Particular attention will be focused on the development of incentives for private sector hiring, and where possible, training of Hispanics.

In addition, on January 14, 1985, in response to Governor Cuomo's suggestion, the Governor's Subcabinet on

Human Resources met with leaders of a number of Hispanic community organizations. The meeting was designed to establish an ongoing dialogue between the Hispanic community and State social and health service agencies. It also provided an opportunity for State agency heads to explore the nature and extent of the needs of the Hispanic community. Representatives of both the State and the Hispanic community felt the meeting was successful in opening channels for further communication.

Specific commitments were made to investigate the adequacy of Hispanic access to treatment in State hospitals and home attendants' programs, to begin development of specially targeted programs for handicapped Hispanic children, and to improve service access and effectiveness by insuring that materials and information are offered in Spanish.

The success of this first interagency meeting with Hispanic leaders, combined with Governor Cuomo's strong interest in moving quickly toward development and implementation of solutions to the problems of the Hispanic community, are causes for optimism. In order to ensure that this optimism not be checked, the Advisory Committee will continue to work closely with State agencies and the Governor's staff to structure a meaningful working relationship with Hispanic leadership and to develop implementation strategies.

The Committee is hopeful that the increasing awareness of the special needs of the Hispanic community demonstrated this past year will lead to successful cooperative efforts to assist the Hispanics in the future. With the willing and active support of government officials, administrators, members of the business community and local groups, and only with their help, can we realistically hope for a brighter tomorrow.

OVERVIEW OF RELATIONSHIP OF HISPANICS AND STATE GOVERNMENT

The history of the Hispanic community and the State of New York can best be seen as fluctuating in direct relationship to the establishment of Hispanic institutions within the State. Initially Hispanics remained largely ignored by, or marginalized within, governmental organizations that have traditionally provided social mobility and access for other ethnic groups. With the advent of the 1960's, however, the development of Hispanic institutions and an emerging Hispanic cultural consciousness led to increased demands for representation and adequate funding of Hispanic projects from State agencies. The 1980's have witnessed a demand for economic and political parity, which signals government that Hispanics have indeed "arrived". That is, they insist that a democratic society embodied through governmental institutions adequately address their concerns. Yet, many State government groups remain fixed in old schools of thought and have refused to make efficient and adequate provision for this culturally distinct population. These agencies instead insist on antiquated approaches to new problems, with no understanding of Hispanic needs. A brief analysis of the history of Hispanics' relationship to State government is indeed revealing.

The period from the early 1920's to the early 1950's is viewed by most historians and academicians as a time of limited participation by Hispanics in government. The Hispanic population, then mostly Puerto Rican, viewed its presence in New York State as transitory and, unlike most European immigrant groups, did not seek to institutionalize itself through government. Hispanics did not participate widely in government organizations, few Hispanics were registered to vote, and most thought they had very little to gain by an active relationship with the American government. The most notable but limited form of organization of this early period was among Puerto Rican cigar makers, comprised of 4500 members of the cigar makers union. Activism in this period, as James Jennings has noted in his book Puerto Rican Politics in Urban America, took the form of a "sort of fifth column in the United States concentrating on political issues pertinent to Puerto Rico".

While it is true that Hispanics had little desire to participate in government, it is equally true that city, State, and Federal governments had no pronounced desire to include them. The Democratic Party did not welcome this new Puerto Rican population, and the Republican Party refused to woo it. State institutions had no program or services geared specifically toward servicing the Hispanic community.

This scenario started to change slightly in the late 1930's and 1940's after a significant increase in Puerto Rican migration to the State (115,000, mostly to New York City). Puerto Rican social clubs were formed, and the first Puerto Rican Assemblyman, Oscar Rivera, was elected in 1937. The Commonwealth of Puerto Rico, which had established an office in New York City, began to promote some minimal relationship between Hispanics and the State government. Nevertheless, a great deal of controversy surfaced over what the proper role of the Commonwealth office should be. As some Puerto Rican institutions developed, they resented the role of the office, and claimed it was usurping the role of the established Puerto Rican stateside leadership, and their institutions. The Commonwealth office still continues to have a limited role in relationships between the Puerto Rican community and State government.

The early 1960's and 1970's were the decades when city, State, and Federal government recognized the Hispanic community in a more significant fashion. This recognition was spurred by the War on Poverty, Great Society programs, and the politics of protest that characterized this era. Notable Hispanics were elected and appointed to government positions, such as Herman Badillo (former Congressman and Bronx Borough President), John Carro (now a judge in the State's Appellate Division), Jose Cabranes (the only Puerto

Rican Federal judge), and numerous others. Hispanic institutions, such as the National Puerto Rican Forum, the Puerto Rican Family Institute, Aspira and PRACA, were formed and began to receive government funding for programs to service the Hispanic community. However, one obstacle hindering the growth of these institutions was the urban renewal effort in the 1960's and 1970's, which was instrumental in breaking up the old ethnic neighborhoods in which Puerto Ricans tended to settle. "This resulted in a dispersion of the Puerto Rican population, with a resultant pattern of movement within the city which was to affect the character of the settlements, the political representation of the community, and the entire life style of the migrants" (Rosa Estades, 1978).

Nevertheless, these new institutions, in turn, developed the public policy research and political presence necessary to directly augment funds to the Hispanic community. During these decades, the Hispanic movement for civil rights and equal opportunity reached a high point, giving birth to a generation of professionals and technocrats whose presence is being felt in the 1980's.

In this decade, however, Hispanics find that the Federal politics of retrenchment is depleting funds to Hispanic institutions and, in turn, fostering alienation from government agencies that have been invaluable in the past.

The total loss to New York State from the anticipated Federal cuts for fiscal year 1985 is almost \$3.3 billion. The impact on the Hispanic community includes block grant reductions, cutbacks in child nutrition programs, and elimination of the Job Corps, low income housing and community-based action programs, and educational grants and loans. The Federal cuts will have severe effects on State government, which may cause a rift in the increasingly amicable relationship between Hispanics and New York government.

The situation may worsen if State government cannot reprioritize its funding and continue to expand funding of Hispanic institutions. Fortunately, the State has already begun to move in this direction with the establishment of the Governor's Advisory Committee for Hispanic Affairs. The Committee, established in February 1983, signifies that New York State will no longer ignore the needs of this growing population.

The Committee is empowered to make recommendations to the Governor on the steps necessary to make Hispanics an equally represented group in the family of New York. Since its inception, the Committee has nurtured and helped foster a new relationship between Hispanics and New York State. On January 1985, the Committee's efforts resulted in the first meeting between the Executive Subcabinet for Human Resources

and numerous Hispanic organizations. The Committee is undoubtedly emerging as a major vehicle for facilitating Hispanic participation in State government.

The response of New York government to the Hispanic community, then, has largely been geared to the growth and advocacy of Hispanic institutions. As Hispanic institutions grow, they create an impact in the response and attention given by government to Hispanics. Some State agencies still remain fixated in the early attitude of institutional exclusion. Others sympathize with the new demands of Hispanics, but do not understand some of the unique infrastructural rearrangements necessary to serve Hispanic needs. But a third grouping, though small in number, has responded to Hispanics' needs by taking a pioneering role in making provisions for the equal opportunity of Hispanics.

The late 1980's can precipitate various scenarios for the Hispanic community. State government can continue in its deliberate attempt to include Hispanic employees in government and fund Hispanic institutions, thus strengthening the lines of communication between the Hispanic service populations and democratic governmental structure. Or contrastingly, the State can implement a diminution of services that will detrimentally impact on the Hispanic community and destroy the minimal links now established with this growing community. The Executive Chamber will be

indispensable in determining which historical current the relationship between Hispanics and State government will follow.

If Hispanic institutions are nourished and, in turn, can provide needed services to Hispanic citizenry, Hispanics will have a renewed faith in the democratic processes and in the American dream. Hispanics for too long have been the "gypsies" and "orphans" of the family of New York State. Family relationships require a sense of belonging to a larger structure whose dreams, hopes, and aspirations are shared, and serve as a beacon of light in a cavern of darkness. New York State can be the precursor in the movement to recognize and ensure that Hispanic Americans achieve socio-economic parity. In so doing, the State can signal to the nation that in this family all contribute and all share in the freedom and richness that is America.

Hispanics in New York State

This section presents a portrait of the Hispanic population of New York State through its demographic and socio-economic characteristics. It will be based almost entirely on Federal census data, using published analyses of these data as well as our own analysis.¹

Population

The 1980 Census reported New York State as having a total population of 17,558,072. Of these, 1,659,300 were reported as being of Spanish origin. Thus, Hispanics constituted 9.5% of the total population of New York State in 1980 (1980 Census Table 16). It is projected that the Hispanic proportion of the population will continue to grow due to high levels of immigration and higher than average fertility rates. The Hispanic Almanac projects that for the

¹The reader must keep in mind that use of 1980 Census data limits the precision of the picture. The 1980 Decennial Census is considered to have undercounted the population of New York State, and it is claimed that the Hispanic population was more heavily underenumerated in the 1980 Census than were many other groups. In some areas the estimate of the undercount is as high as 10%. Another limitation is that in the 1980 Census data, Hispanics are usually reported as one group. Disaggregation, when it does occur, reflects the predominance of various Hispanic groups nationwide, not statewide.

New York SMSA² the Hispanic population will reach 1,638,933 in 1985 and 1,784,718, or 21.4% of the total population by 1990 (p. 101).

Migration of Hispanics to New York plays a very important role in changes of the State's population. An analysis of the period 1975-1980 shows that New York State experienced net losses of Whites and Blacks, but experienced a net gain of 33,080 Hispanics. In this five-year period 134,480 Hispanics left New York State, but 165,560 migrated to New York State. Of these, 50,760 came from Puerto Rico, 41,120 from Central and South America, 31,800 from the Caribbean, and 44,880 from elsewhere (Public Policy Institute, Table 12).

The high rate of growth of the Hispanic population has led to speculation that Hispanics may become the State's largest minority group by the end of the century. However, given the deficiencies of Census data, such projections should be viewed with some reservation.

An Urban Population

As table 1 shows, though perceived by many as having rural backgrounds, New York Hispanics are highly urbanized

²The New York SMSA consists of Bergen County in New Jersey and Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, and Westchester Counties in New York. In 1980, the New York SMSA Hispanic population totaled 1,493,148.

(98.53% urban), more so than the general population (84.62% urban). The Hispanic presence in urban settings is also characterized by a higher than average dwelling in central cities of metropolitan areas. While less than one half of the general New York State population lives in central cities (47.53%), almost nine out of ten Hispanics are concentrated in these areas (86.88%). Among the Hispanic groups, Puerto Ricans show the highest concentration in central cities (89.7%), while Mexicans show the lowest (66.53%). Since residential segregation tends to be higher in central cities than in other urban areas, and Puerto Ricans tend to live in central cities to a greater extent than do other Hispanic groups, Puerto Ricans display high levels of residential segregation, comparable only to Blacks. Thus, as a group, Puerto Ricans are generally found in the residually isolated sections of central cities, such as the South Bronx, areas of generally shrinking opportunities for employment.

TABLE 1

URBAN/RURAL RESIDENCE: 1980
NYS HISPANIC POPULATION

	Total	Urban	Rural	Percent Urban
Total Hispanic	1,659,300	1,634,887	24,413	98.53
Mexican	38,755	35,592	3,163	91.84
Puerto Rican	986,389	975,507	10,882	98.90
Cuban	76,942	75,870	1,072	98.61
Other Hispanic	557,214	547,918	9,296	98.33

Source: U.S. Department of Commerce, Bureau of the Census,
1980 Census of Population, Vol. 1, General Population
Characteristics: New York (Washington D.C.: USGPO,
1982), p. 50, Table 16

Most New York State Hispanics are concentrated in New York City (84.74%), but every State county has some representation of Hispanics. There are 12 counties in which Hispanics represent at least 3% of the total county population. Table 2 shows the counties with the largest proportion of Hispanics.

TABLE 2

NEW YORK STATE COUNTIES WITH LARGEST HISPANIC POPULATION

	Total Population	Hispanic Population	Percent Hispanic
Bronx	1,168,972	396,353	33.9
New York	1,428,285	336,247	23.5
Kings	2,230,936	392,118	17.6
Queens	1,891,325	262,422	13.9
Richmond	352,121	18,884	5.4
Westchester	886,599	45,566	5.3
Rockland	259,530	11,772	4.5

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Vol. 1, General Population Characteristics: New York, PC80-1-B34 (Washington D.C. USGPO, 1982), Table 14, pp.17-18.

National Origin

New York Hispanics' national origin distribution pattern is different from the national one. In New York State, Hispanics of Puerto Rican descent are the most numerous group. There are 986,389 Puerto Ricans in New York State, constituting 6% of the State's general population and 59% of the total Hispanic population (1980 Decennial Census, Table 16). Dominicans are the second largest group, with a total of 119,540 in New York City alone (Mann and Salvo, Table 20).³ There are 76,942 Cubans; 38,755 Mexicans; and 545,674 Other Hispanics⁴ (1980 Census, Table 44).

The national, State, and New York City distributions can be seen in Graph 1. The proportion of Dominicans and Columbians is available only for New York City.

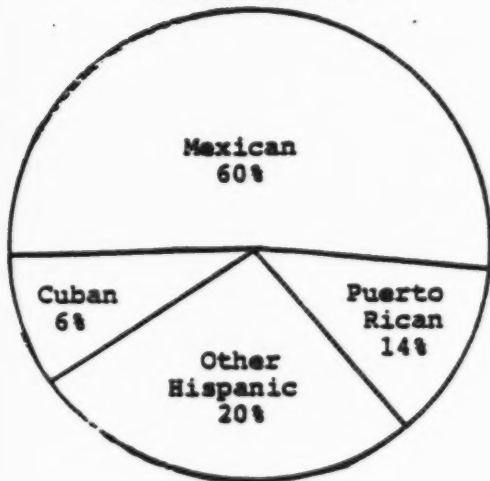
³The 1980 Census does not report figure for Dominicans or Columbians for New York State.

⁴Other Hispanic groups include Colombians, Ecuadorians, Argentinians, Peruvians, Hondurans, Salvadoreans, and representatives of every Spanish-speaking Central and South American nation. The Dominican group in New York City has been subtracted from this figure.

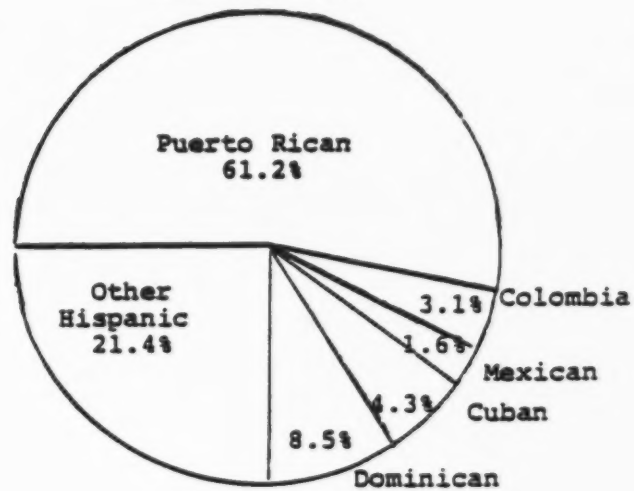
GRAPH 1

HISPANIC POPULATION: 1980

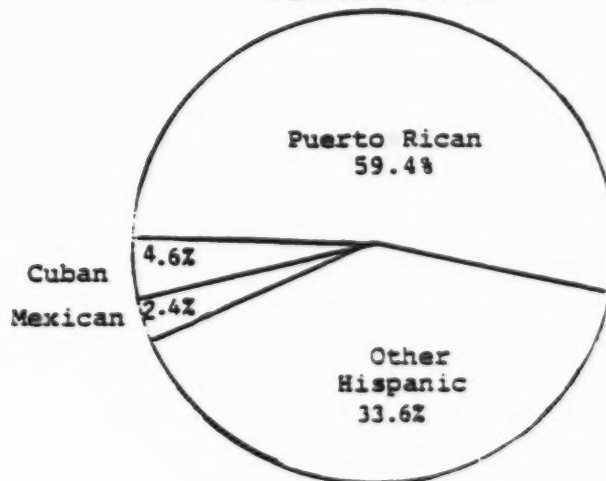
UNITED STATES



NEW YORK CITY



NEW YORK STATE



SOURCES: Bureau of the Census, PC80-81-7, PC80-1-D3, PC80-1-D34, Mann E. and J. Salvo.

As Table 3 shows, Puerto Ricans are the largest Hispanics group in every county, except Queens and Westchester, but other Hispanic groups are also present in almost every New York State county.

TABLE 3

NYS COUNTIES WITH LARGEST HISPANIC POPULATION BY NATIONAL ORIGIN: 1980

	Total Hispanic Population	Puerto Ricans (%)	Other Hispanic (%)	Cuban (%)	Mexican (%)
Total	1,659,300	59.4	33.6	4.6	3.4
Bronx	396,353	80.8	16.2	2.0	1.6
Kings	392,118	71.0	24.0	2.4	7.0
New York	336,247	49.5	42.5	6.1	1.9
Queens	262,422	31.8	58.0	8.5	1.6
Suffolk	58,689	61.2	31.4	4.3	3.1
Westchester	45,566	39.0	44.7	11.0	5.0
Nassau	43,286	32.3	54.5	9.6	3.6
Richmond	18,884	58.5	34.2	4.7	2.5
Monroe	16,738	70.5	17.2	5.2	7.1
Erie	14,390	59.3	25.4	2.4	12.9
Rockland	11,772	54.5	37.9	5.0	2.6
Dutchess	5,853	56.5	30.4	6.1	7.0

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, General Population Characteristics: NY, PC 80-1-B34 (Washington, D.C. USGPO, 1982) pp. 59-60, Table 16.

Citizenship

As Table 4 shows, Hispanics are less likely to be native born than the total population of the State (44.3% vs. 83.7%). However, individuals born in Puerto Rico are considered native born by virtue of their American citizenship at birth.

It must be noted that while 68% of the Other Hispanic groups are first generation, only 48% in the Puerto Rican group falls into that category. In addition to Puerto Ricans who are citizens by birth, 32% of the Other Hispanic groups are also citizens by birth, being second generation. Of the foreign born group, about one in three is a naturalized citizen, a proportion considerably smaller than in the general population, whose foreign born component has well over one half in the naturalized category (56.52%).

TABLE 4

NATIVITY AND CITIZENSHIP: 1980
 NYS TOTAL POPULATION AND HISPANIC POPULATION: 1980

	TOTAL Population	Percent	HISPANIC Population	Percent
All Persons	17,558,072	100.00	1,660,901	100.00
Native Born	14,695,386	83.70	735,904	44.31
Born in Puerto Rico	473,748	2.70	468,929	28.23
Foreign Born	2,388,938	13.61	456,068	27.46
Not Citizen	1,038,715	43.48	297,679	65.27
Naturalized Citizen	1,350,223	56.52	158,389	34.73

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Vol. 1, Detailed Population Characteristics: NY (Washington, D.C. USGPO, 1983) Section 1, pp. 7-8, Table 194.

Age and Fertility

Hispanics are generally a young population experiencing a "baby boom" similar to that which the United States as a whole experienced in the 1940's and 1950's.

While the comparative youth of the Hispanic population reflects the presence of a large number of immigrants (a population which tends to be concentrated in the young working age category), the young age structure of Hispanics is also the result of high fertility. In 1980, the number of children born per 1,000 women of childbearing age (15 to 44 years) was 1,482 among Hispanics, compared with 1,190 among women in the total State population (United States Census, Detailed Population Characteristics: New York, Table 212).

It is expected that Hispanic fertility will remain high for several reasons: the population is relatively young, many Hispanic women are entering the childbearing years, and Hispanic women tend to bear more children and at younger ages than do women of other ethnic groups. In short, these trends suggest that while the rest of the State's population continues to age, the Hispanic population will remain a young one.

Table 5 shows that Hispanics as a group are younger than the general population of the State. Hispanics have a larger proportion of the young and a smaller proportion of

the old. The Hispanic median age is 25.1 years, while for the general population it is 31.8 years. Among Hispanic groups, the Puerto Rican group is the youngest, with a median age of 23.5 years, and the Cuban group is the oldest, with a median age of 40 years, 9 years above that of the total population and 15 years above the median average of Hispanics as a whole.

TABLE 3
AGE DISTRIBUTION: 1980
TOTAL NYS POPULATION, HISPANICS, AND HISPANIC SUBGROUPS
(IN PERCENTAGE)

	Total Population	HISPANIC Total Population	Mexican	Puerto Rican	Cuban	Other Hispanic
Total	17,558,072	1,659,300	38,755	986,389	76,942	551,214
Under 5 years	6.5	10.2	10.9	10.7	4.1	10.2
5 to 19 years	23.8	29.8	28.8	32.4	19.7	26.7
20 to 29 years	16.8	18.8	19.4	18.5	14.6	19.9
30 to 39 years	14.0	15.4	14.6	14.8	11.0	17.1
40 to 49 years	10.5	11.0	9.3	10.3	16.2	11.6
50 to 59 years	11.3	7.7	7.0	7.1	17.1	7.6
60 to 69 years	8.9	4.3	5.0	3.9	10.1	4.2
70 years +	8.2	2.8	5.0	2.3	7.1	2.7
Percent under 20 years of age	30.3	40.0	39.7	43.1	23.8	36.9
Percent over 60 years of age	17.1	7.1	10.0	6.2	17.2	6.9
Median Age	31.8	25.1	25.3	23.5	40.4	26.6
				Dominicans (NYC)		25.4
				Colombians (NYC)		29.9

SOURCE: U.S. Department of Commerce, Bureau of the Census, General Population Characteristics: NY Table 23, p. 83., and Mann, E., and Salvo, J., "Characteristics of New Hispanic Immigrant to NYC: A Comparison of Puerto Rican and Non-Puerto Rican Hispanics", paper presented at the annual meeting of the Population Association of America, Minneapolis, Minnesota-May 3, 1984, Table 20.

Family Structure

In 1980, there were 403,185 Hispanic families in New York State, of which 59.3% were married-couple families, a proportion below that of the total population (79.3%) (1980 Census, Detailed Population Characteristics: New York Table 210).

As Table 6 illustrates, Hispanic households are twice as likely to be headed by a woman than are other households. Only 18.4% of the State's families were female-headed in 1980, compared with 36% of Hispanic families. The incidence of female headed households is greatest among Dominican families (42%), followed closely by Puerto Rican families (41.3%).

Furthermore, all Hispanic families, with the sole exception of the Cuban group, are more likely to have children under 18 years than is the State population as a whole. Puerto Rican families lead this category, with almost 70% containing dependent children.

In summary, Hispanics are less likely than is the general State population to be living in married-couple families and much more likely to be in families headed by a single parent, almost always the mother.

TABLE 6
FAMILY TYPE BY PRESENCE OF OWN CHILDREN: 1980
NYS TOTAL POPULATION, HISPANIC POPULATION, AND HISPANIC GROUPS
(IN PERCENTAGE)

	Total Population	Total Hispanic Population	Mexican	Puerto Rican	Cuban	Other Hispanic
Families with own children under 18 years old	50.0	67.0	60.0	69.8	46.2	65.0
Families with own children under 6 years old	20.8	33.5	31.0	34.6	15.3	34.6
Female householder, no husband present	18.4	36.0	25.0	41.3	21.0	29.6
Dominicans (NYC)						42.0
Colombians (NYC)						24.0
-with own children under 18 years	59.0	76.0	70.0	79.3	49.5	70.2
Dominicans (NYC)						45.1
Colombians (NYC)						22.4
-with own children under 6 years	21.6	36.0	31.3	37.4	14.3	33.7

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Vol. 1, General Population Characteristics: NY, (Washington, D.C. USGPO, 1982), p. 86, Table 23, and Mann, E., and Salvo, J., "Characteristics of New Hispanic Immigrants to NYC: A Comparison of Puerto Rican and Non-Puerto Rican Hispanics", paper presented at the annual meeting of the Population Association of America, Minneapolis, Minnesota, May 3, 1984, Table 20.

Table 7 shows household and family size. In 1980, Hispanic families averaged 3.62 persons compared to 3.1 among all families. Because so many Dominican and Puerto Rican households are female-headed rather than married couples, their average households size was only 3.1 and 3.2 persons respectively, despite the women's high fertility rates. Cuban family size compares with the State average of 2.7 persons per household, but because Cuban fertility is low due to the older age structure, few of these families contain children below age six.

TABLE 7

PERSONS PER HOUSEHOLD AND PERSONS PER FAMILY: 1980
 NYS TOTAL POPULATION AND HISPANIC POPULATION

	Persons per household	Persons per family
Total New York State	2.70	3.31
Total Hispanic	3.12	3.62
Mexican	2.83	3.53
Puerto Rican	3.12	3.63
Cuban	2.68	3.25
Other Hispanic	3.20	3.67
Dominican (NYC)	3.24	3.53
Colombian (NYC)	3.14	3.57

SOURCES: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Vol. 1, General Population Characteristics: New York, PC80-1-B34 (Washington, D.C. USGPO, 1982), pp.86-87, Table 23. Data on Dominicans and Colombians from Mann, E., and J. Salvo, "Characteristics of New York Hispanic Immigrants to New York City: A Comparison of Puerto Rican and non-Puerto Rican Hispanics", paper presented at the annual meeting of the Population Association of America, Minneapolis, Minnesota, May 3, 1984, Table 20.

Marital Status

There are significant differences in the marital status patterns of New York State Hispanics and those of the general population. As Table 8 shows, Hispanics in New York State do not marry as readily as do the other populations, and they are somewhat more likely to separate or divorce, which adds to their higher proportion of female-headed families. Almost 20% of Hispanic women aged 15 and over were separated or divorced in 1980, double the proportion for all women of this age in the State.

With the exception of the Cuban group, which compares to the State's figures for married individuals, all Hispanics tend to show higher proportions of single and lower proportions of married males and females as compared with the total State population.

TABLE 8

MARITAL STATUS OF PERSONS 15 YEARS AND OVER: 1980
NYS TOTAL POPULATION AND HISPANIC ORIGIN GROUPS
(IN PERCENTAGES)

	Total Population		Total Hispanic Population		Mexican		Puerto Rican		Cuban		Other Hispanic	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Single	34.0	27.7	39.0	31.2	40.7	30.3	41.3	32.7	34.0	27.0	35.7	29.4
Married	56.0	48.8	49.4	42.0	47.2	46.0	46.2	38.7	54.3	47.2	54.0	46.4
Separated	2.8	4.2	5.2	10.8	4.3	6.6	5.8	12.7	4.0	5.3	4.4	8.9
Widowed	3.2	13.6	1.6	7.1	3.3	10.8	1.7	6.8	2.4	11.0	1.3	6.8
Divorced	4.0	5.7	4.8	8.9	4.5	6.3	5.0	9.1	5.3	9.5	4.6	8.5

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Vol. 1, General Population Characteristics: NY, (Washington, D.C. USGPO, 1982), p. 86, Table 23.

Years of School

Hispanics lag behind the rest of the State population as a whole in average years of school, the key to economic and occupational upward mobility. As Table 9 shows, among males, for example, Hispanics have almost one-fourth fewer high school graduates than do their counterparts in the general State population. Moreover, while over 22% of all males 25 and over have four or more years of college, only 8.3% of Hispanic males of this age do so.

TABLE 9

YEARS OF SCHOOL COMPLETED BY PERSONS 25 YEARS OLD AND OVER, BY SEX: 1980
NYS TOTAL POPULATION AND HISPANIC POPULATION
(IN PERCENTAGES)

	TOTAL POPULATION		HISPANIC POPULATION	
	Male	Female	Male	Female
TOTAL	4,896,222	5,824,790	372,027	464,346
Elementary School (1 - 8 years)	17.33	19.13	35.05	40.91
Some High School (1 - 3 years)	15.14	15.66	20.73	18.91
High School (4 years)	30.28	37.24	24.21	25.41
Some College (1 - 3 years)	15.06	13.60	11.69	9.27
College (4+ years)	22.19	14.37	8.32	5.50
Percent High School Graduates	67.50	65.20	44.20	40.20
Percent completed 4+ years of College	22.20	14.40	8.30	5.50

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics: NY, PC80-1-D34 (Washington, D.C. USGPO, 1983), Section 1, pp. 59, 60, 69, 70, Table 203.

The statistics for Hispanic females are even more disturbing. Only 5.5% of women aged 25 and over had completed a college education, compared with 14.4% among their counterparts in the total State population.

Furthermore, while 65.2% of all New York State women of that age are high school graduates, only 40% of Hispanic females have graduated from high school.

The comparatively low educational achievement of Hispanics can be attributed to the fact that large numbers of them are new comers who spent their school years outside the United States. The underachievement of those born in the United States is related to their interaction with the American educational system, and the performances of United States schools.

Considering the fact that Hispanics constitute a very young population, educational issues seem to be of utmost importance to Hispanics' well-being. The problems that Hispanics experience within the educational system are present at most stages of their school careers. As Table 10 shows, Hispanic children enroll in school at rates lower than those of other students. While almost 52% of all children ages 3 to 5 were enrolled in pre-school programs in 1980, less than 41% of Hispanic children were in such programs. Although within the primary school ages (6 to 13 years) there are only small differences between the enrollment rates of Hispanics and that of other groups, within the

secondary school ages we find a progressive underenrollment among Hispanics. As Table 10 also shows, among those aged 14 to 17, Hispanic enrollment is about 4% lower than for the total State population.

In summary, the problems that affect Hispanics within the educational system are manifested throughout the course of their school life. Hispanic enrollment at all ages is substantially lower than that of the general population, and rates of school completion are also comparatively lower. These problems are related to socio-economic factors, immigrant status, English language problems, and also to school performance factors which may hinder Hispanics' careers throughout the school years.

TABLE 10

SCHOOL ENROLLMENT BY AGE: 1980
NYS TOTAL POPULATION AND HISPANIC POPULATION
(IN PERCENTAGES)

	Total Population	Hispanic Population
Children 3 to 17 years old enrolled in school	89.9	85.0
3 to 5 years old	51.9	40.9
6 to 13 years old	98.8	98.2
14 to 17 years old	95.2	91.0

SOURCE: U.S. Department of Commerce, Bureau of Census, 1980 Census of Population, Detailed Population Characteristics: NY, (Washington, D.C. USGPO, 1983) Section 1, pp. 56-57, Table 202.

English Proficiency

The most important characteristic shared by all Hispanic groups is the Spanish language. Of the 1,659,300 persons of Spanish origin living in New York State enumerated by the 1980 Census, 1,375,341 stated that they spoke Spanish at home, almost 83% of all Hispanics in the State.

As Table 11 shows, the majority of Hispanics who speak Spanish at home are able to speak English well or very well. For example, among Hispanic adults aged 18 to 44 years, almost 77% fall within those two categories combined. However, a substantial number of Hispanic adults have problems with the English language; over 23% of those aged 18 to 44 years either do not speak English well or do not speak it at all.

The situation is even worse among the older Hispanic population. For those over the age of 45, almost one half have difficulties with the English language.

Spanish is the second most common language spoken in the home in New York State, English being the first. As noted, over eight out of ten Hispanic persons report the use of Spanish at home. Although the large majority of Spanish speakers report no difficulty in speaking English, there are over 361,500 monolingual-Spanish individuals in the State, or 26.29% of all persons who reported speaking Spanish at home.

TABLE 11

ABILITY TO SPEAK ENGLISH OF PERSONS WHO SPEAK SPANISH AT HOME BY AGE
(In percentages)

	Total	Ability To Speak English			
		Very Well	Well	Not Well	Not At All
Persons 5 years +	1,375,341	46.29	27.42	18.00	8.29
5 to 13 years	242,814	53.96	31.40	12.01	2.63
14 to 17 years	131,167	66.12	23.64	7.79	2.45
18 to 24 years	205,080	58.92	23.55	11.84	5.69
25 to 44 years	483,444	43.40	28.03	20.54	8.03
45 to 64 years	243,161	29.02	29.36	27.83	13.79
65 years +	69,675	25.33	21.15	24.33	29.19

SOURCE: U.S. Department of Commerce, Bureau of the Census,
1980 Census of Population, Detailed Population Characteris-
tics: New York, PC 80-1-D34, p.36, Table 199 (Washington
D.C.: USGPO, 1982).

Income and Poverty

From poor education to poor economic standing is but a short step. In 1979, the median Hispanic family income (\$11,263) was less than 56% of the median for all New York State families (\$20,180). If we take into consideration that Hispanic family income must stretch further than that of other families because of larger family sizes, the economic lag proves to be wider. The relative youthfulness of Hispanics also depresses family income statistics. Younger householders, in general, earn less than older ones.

Hispanic families tend to do better when both husband and wife work. In 1979, the median family income for such families was \$20,091, or 76% of the median of \$26,418 of all State married-couple families with the wife in the paid labor force (1980 Census, Detailed Population Characteristics: New York, Table 238). The largest difference in family income levels is found in female-headed families. The 1979 Hispanic median income (\$5,483) was just 57.46% of the median income of \$9,543 of female-headed families among the total State population.

At the individual level, Hispanics in New York State are more likely to earn lower income than does the general population at no matter what age, educational level, occupational category, or English fluency level. As Table 12

shows, even when the amount of years in school is the same, Hispanics earn less income than their counterparts do in the total population.

In terms of differentials by age, both Hispanic males and females earn lower incomes as compared with others in the State population. For example, in 1979, Hispanic males aged 25 to 34 had a median yearly income of \$9,690 and their counterparts in the total population \$13,709, a 29.3% difference. Among Hispanic females of that age group, median yearly income was 27.8% lower than that for their counterparts in the total population (\$5,813 vs. \$8,056) (1980 Census, Detailed Population Characteristics: New York Table 234).

TABLE 12

MEAN WEEKLY EARNINGS OF FULL-TIME WORKERS BY YEARS OF SCHOOL COMPLETED: 1980

NYS TOTAL POPULATION AND HISPANIC POPULATION
(18 years old and over)

	Total Population			Hispanic Population		
	Male	Female	Difference	Male	Female	Difference
0-7 years of school	\$275	\$207	-24.73	\$229	\$193	-15.72
8 years of school	299	220	-26.42	244	204	-10.92
1-3 years of high school	312	224	-28.21	243	211	-13.17
4 years of high school	351	289	-17.66	289	272	- 5.88
1-3 years of college	401	300	-25.19	341	313	- 8.21
4 years of college	560	375	-33.04	439	363	-17.31
5 or more years of college	693	497	-28.28	575	475	-17.39
Average % difference			-26.22			-12.65

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics: New York, PC80-1-D34 (Washington, D.C.: USGPO, 1983), pp.1190, 1192, 1211, 1212, Table 237.

Although lower income is associated with lack of fluency in English, even Hispanics who speak English very well earn less than others in the State population. In 1979, New York State Hispanics aged 15 years and over who spoke Spanish at home and spoke English very well, showed a median yearly income of \$9,781 for males and \$5,581 for females. For the State's general population in households where all members spoke only English, the median income for males was \$13,421 and for females \$6,085 (1980 Census, Detailed Population Characteristics: New York, Table 199).

There is a substantial income difference between Hispanics and the general population in every occupational category as well. Statistics for 1979 show an average income gap of 38.2% for males and 23.96% for females. As Table 13 demonstrates, Hispanic females show a median yearly earning higher than their counterparts in the general population only in the Technical, Sales and Administrative Support categories.

Given low incomes at the individual as well as at the household and family levels, it is not surprising to find large proportions of Hispanics in poverty. In 1980, close to 541,000 Hispanics, over one out of three in New York State, were classified as "poor" by the Census Bureau, compared with 13.4% of all persons in the State. Hispanics are over 2.2 times more likely than all persons in the State to be living in poverty.

TABLE 13
MEDIAN YEARLY EARNINGS BY OCCUPATIONAL CATEGORIES
NYS TOTAL POPULATION AND HISPANIC POPULATION
(16 years and over)

Occupation	Total Population			Hispanic Population		
	Male	Female	% Difference	Male	Female	% Difference
Managerial and Professional	\$23,237	\$15,244	-34.4	\$16,697	\$14,287	-14.4
Technical, Sales and Administrative Support	16,769	10,843	-35.3	12,399	12,513	+ .9
Service	12,952	8,747	-32.5	10,941	8,731	-20.2
Precision Production, Craft, Repair	17,052	10,659	-37.5	13,333	7,931	-40.5
Operators, Fabricators and Laborers	14,918	8,533	-42.8	10,649	7,225	-32.2
Farming, Forestry and Fishing	9,969	5,705	-46.8	10,534	6,600	-37.4
Average % Difference			-38.2			-24.0

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics: New York, Section 1, pp. 706-741, Table 222 (Washington, D.C.: USGPO, 1982).

The most economically deprived segment of the New York State population is that of persons in families headed by females with no husband present. In 1980, 38% of this group lived below the poverty level. Hispanics in this category show a poverty rate of 62.5%; that is, almost two out of three persons in female-headed Hispanic families were classified as poor in 1980. As Table 14 shows, although the New York State elderly economic situation is not an enviable one, it is even less enviable for the elderly Hispanic.

TABLE 14

POVERTY STATUS BY AGE, SEX, AND TYPE OF HOUSEHOLD: 1979
NYS TOTAL POPULATION AND HISPANIC POPULATION

	Total Population	Percent	Hispanic Population	Percent
Total below poverty level	2,298,922	13.4	540,909	33.1
Persons under 16 below poverty level	794,890	19.9	236,328	45.5
Persons 65 years and over below poverty level	235,830	11.6	17,626	25.1
Persons in families with female house- holder (no husband present) below poverty level	924,046	38.0	302,370	62.5

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1983 Census of Population, Vol. 1, Detailed Population Characteristics: NY, (Washington, D.C. USGPO, 1983), Section 2, pp. 1444, 1454, Table 245.

Hispanic families were almost four times as likely than were all families in the State to have incomes below the poverty level in 1979 (32% vs. 8.7%), as well as to receive income from public assistance (30.5% vs. 8.0%), as shown in Table 15.

In summary, statistics at the family household and individual levels show that Hispanics are among the poorest group in the State.

TABLE 15

POVERTY STATUS OF FAMILIES: 1979
NYS TOTAL POPULATION AND HISPANIC POPULATION

	NYS population	percent	Hispanic population	percent
Number of Families	4,064,846	100.0	403,185	100.0
Families with income below poverty	354,466	8.7	128,874	32.0
Families with public assistance income	327,023	8.0	123,112	30.5

SOURCE: U. S. Department of Commerce, Bureau of the Census, General Social and Economic Characteristics: New York, (Washington, D.C. USGPO), "Poverty Status in 1979 of Families and Persons of Spanish Origin: 1980", Table 92.

Employment

The generally lower income of Hispanics can be explained, in part, by their relatively poor employment situation. Unemployment rates for Hispanics show that in 1980, over one out of ten Hispanics 16 years and over in the civilian labor force were unemployed, as compared to 7% for the total State population. The unemployment rate, however, obscures important differences between males and females and among age groups in terms of labor force participation and unemployment status. While Hispanic males had an unemployment rate of 9.7% in 1980, the rate for Hispanic females was of 11.4%.

During that year, unemployment was most severe for Hispanics of both sexes aged 16 to 19 years (23.5%); the rate for the total population in that age group was 17.5% (1980 Census, Detailed Population Characteristics: New York, Table 213).

Table 16 illustrates that occupationally, Hispanics are concentrated in the lower levels of both blue collar and white collar categories. Contrary to the popular stereotype, agriculture is not an important source of employment for Hispanics; it accounts for less than 1% of their employment, lower than the rate for the total State population.

Operative and service occupations account for almost one half of the employment figure for Hispanic males and about

45% for Hispanic females, as compared with 31.4% for males and 26.1% for females in the State's total population.

TABLE 16

MAJOR OCCUPATIONS OF EMPLOYED PERSONS 16 YEARS AND OVER: 1980
NYS TOTAL POPULATION AND HISPANIC POPULATION
(In percentages)

	Total Population		Hispanic Population		% Difference	
	Males	Females	Males	Females	Males	Females
Total	4,198,030	3,242,738	325,589	233,721		
Managerial and Professional	27.3	23.6	13.5	12.0	-13.8	-11.6
Technical, Sales and Administrative	22.3	48.1	21.0	38.8	- 1.3	- 9.3
Service	12.2	16.0	21.5	16.7	+ 9.3	+ .7
Precision Production, Craft and Repair	17.1	1.8	15.5	3.9	- 1.6	+ 2.1
Operators, Fabricators and Laborers	19.2	10.1	27.7	28.5	+ 8.5	+18.4
Farming, Forestry and Fishing	1.9	.4	.8	.1	- 1.1	- .3

SOURCE: U.S. Department of Commerce, Bureau of the Census, 1980 Census of Population, Detailed Population Characteristics: New York, pp. 516-531, Table 220 (Washington D.C.: USGPO, 1982).

As one would expect, both Hispanic males and females are underrepresented in managerial and professional occupations. They hold about 15% fewer jobs in these categories than do their counterparts in the total State population.

The statistics raise the question of why Hispanics do poorly in the labor market in terms of occupational status. Research suggests that three factors account for Hispanics' problems in the labor market: language, education, and discrimination. The large number of new Hispanic immigrants continuously adds to the number of Hispanics with difficulty in English proficiency. The lower level of educational achievement among Hispanics, which was discussed earlier, also has a harmful effect on occupational status, as well as on earnings.

Finally, Hispanics are penalized by discrimination in the labor market, though the precise effects of discrimination are difficult to determine. In essence, Hispanics are disproportionately concentrated in the peripheral labor market, a source of employment characterized by low wages, limited opportunities for advancement, lower return to education, and lack of unionization. These are the dead-end jobs which other segments of the working population are not likely to seek.

In addition, the youthfulness of the Hispanic population, and a related absence of work experience, as well as the immigrant status of many Hispanics, contribute to their employment problems, though not as severely as do language barriers, educational deficiencies, and discrimination.

STATE AGENCIES

Introduction

This part is an attempt to describe how State agencies service Hispanics. It is divided into five sections: Agency Goals, Objectives and Functions; Relevance to Hispanic Community; Provisions in Agency for Servicing Hispanics; Agency Work Force and Recommendations.

The section "Agency Goals, Objectives and Functions" is not intended to be comprehensive guides to agency purposes and functions; they aim only to localize each agency in the service structure of the State. The brief descriptions are summarized versions of those included in the 1985-86 Governor's State of New York Executive Budget and the Legislative Manuals 1982-83.

The section "Agency's Relevance to the Hispanic Community" is not an impact assessment study; the Governor's Advisory Committee for Hispanic Affairs was not able to obtain the agencies program budget requests, which might have provided a base line for that type of analysis. Moreover, the public hearings were organized around issues that affect the quality of life of Hispanics; therefore, with few exceptions, testimonies refer to problem issues and not to particular agencies. The impact assessment analysis was also

ruled out because most service agencies that collect data on minorities do not utilize a separate category for Hispanics. In view of the above, information about the relevance of each agency to the Hispanic community is, of necessity, a descriptive survey of the issues affecting Hispanics, not a comprehensive quantitative analysis. Nevertheless, we have sought to include some type of qualitative problem measurement in terms of the testimonies presented during the statewide public hearings.

The section "Provisions of the Agency for Servicing Hispanics" is based almost entirely on the answers provided by each agency to the mail survey questionnaire sent by the Committee during November 1984, as well as on information obtained from agencies' reports. The survey provided information on what agencies are doing to facilitate access to services to all Hispanics and to those who have difficulty with English language. The survey was not sent to every agency included as it was not applicable to all. (List of agencies included in survey and survey questionnaire are in Appendix). In addition, this section includes data on discretionary funds and their utilization in minority contracts, although specific information on the amounts use in contracts with Hispanic organizations was not available.

The figures used in the discretionary funds are the most current available. These figures are presented to substantiate feelings and perceptions presented during the public hearings with regard to lack of contract monies awarded to Hispanic organizations.

The agency work force and Hispanic work force section is a comparative analysis of each agency's work force and an effort to estimate the degree of underrepresentation of Hispanics in the State government labor force. The work force data was obtained from the Department of Civil Service with the exception of State University.

The reader must keep in mind that this report is not a comprehensive study of the New York State's administrative system. It is regrettable that we must omit some commissions and committees and the analysis of several State agencies. The analyses have been excluded due to lack of information on their performance relevant to the Hispanic community, while others do not seem pertinent to our task. Agencies like the State University of New York, not under direct jurisdiction of the executive branch, have been included to present a more comprehensive picture.

NYS Office of General Services, Office of Minority and Women-Owned Business Enterprises. Third Annual Report, September, 1984, pp. 17-24.

The last agencies are agencies which are missing important data, thus we are unable to set forth relevant recommendations for them. Nevertheless, in our hope to present a somewhat integral view of the State's agency system and Hispanic representation in its work force, we decided to incorporate them, no matter how limited the information at hand.

SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

In order to aid the Governor's commitment to encourage the movement of Hispanics into the political, economic and social mainstream, State agencies must join his efforts to develop participation, leadership, and political strength among the Hispanic population. The first step toward this goal is to broaden Hispanics' access to all means of achievement. Agencies must increase the Hispanic representation in their workforce, especially in policy-making and professional occupations, as well as in the Spanish-speaking parenthetic categories. As Table 17 shows, Hispanics are not represented proportionately to their numbers in the population at large in any of the job categories, which is a strong evidence that there are systematic factors and processes at work which pervasively insulates the agency system to exclude Hispanics from State employment.

TABLE 17

SELECTED¹ CIVIL SERVICE WORK FORCE AND HISPANIC
CIVIL SERVICE WORK FORCE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	5,682	96	1.69
Professionals	68,970	1,449	2.11
Technicians	9,166	157	1.72
Protective Service Workers	18,256	699	3.83
Para-Professionals	34,026	1,263	3.72
Office/Clericals	39,089	970	2.49
Skilled Craft Workers	12,262	285	2.33
Service Maintenance	20,661	1,215	5.89
Unknown FOC	47	3	6.39
TOTAL	208,159	6,137	2.95

*Includes only agencies cited in report

SOURCE: NYS Department of Civil Service, Affirmative Action Work
Force/Utilization Analysis by Occupational Category,
December 26, 1984 Special Report to Governor's Advisory
Committee for Hispanic Affairs, February 8, 1985.

The absence of Spanish-speaking personnel in most service agencies was recurrently cited throughout the public hearings, as well as on the agencies' answers to our survey regarding provisions to the Hispanic clientele. Over one-half of the responding agencies consider that lack of personnel to do written translations is the main obstacle to providing literature in Spanish. Although most agencies do not employ official Spanish translators, well over one-half of the agencies surveyed reported the need for such positions.

Only one out of four agencies provide over 50% of their brochures and forms in a Spanish version, and the great majority do not have signs in Spanish to guide the non-English speaking Hispanic clientele.

With regard to Hispanic cultural awareness training for employees, and programs designed specifically for Hispanics, the majority of the agencies consider that such endeavors would improve their capability to service this population, but these types of efforts are not being developed due to financial restraints.

The current service plans of most service agencies are not being monitored to ensure proper development of goals and objectives. Steps must be taken to guarantee that service agencies are effective in servicing the Hispanic clientele. Each agency must develop a comprehensive plan to address the problems of Hispanics' low utilization rates; a statewide

focused outreach project must be designed and implemented immediately.

State agencies involved in research activities do not typically provide a separate Hispanic category when presenting program and clientele data and other statistics. Research on the State's minority population must include a separate Hispanic category, with a breakdown of the major Hispanic subgroups whenever possible. There is a pressing need to pay more attention to the diversity of Hispanic ethnic groups in the State. The lumping together of groups cannot be justified on the basis of small numbers; as the demographic data presented in the report clearly demonstrate, the non-Puerto Rican Hispanic population of New York State is large and growing. It differs markedly from the Puerto Rican subgroup in its socio-economic status and other demographic characteristics. Therefore, the needs and relationships of non-Puerto Rican Hispanics to State agencies are unique.

It must be noted that not all programs need to develop special modalities for each Hispanic group, but increased sensitivity to Hispanic diversity should assist the productive targeting of social actions. Once again, research is needed in the formulation of public policy, in the delivery of services, and in other areas as indicated by the report.

Hispanic-focused research, both qualitative and quantitative, is needed to determine causal factors that explain the high rates of Hispanic involvement in such areas

as single-parent family structure, teenage pregnancy, alcohol and substance abuse, criminal behavior, mental illness, school desertion and homelessness.

The projected growth of the Hispanic population over the next decade calls for expanded and continuous research efforts into its needs and the responsiveness of State agencies to ameliorate those needs. Moreover, research efforts must be directed toward the examination of the low employment rates of Hispanics in the private sector of the State economy. The appropriate State agencies must develop incentives for this sector to increase the hiring of Hispanic workers. These incentives should encourage skills training, leading to meaningful and permanent employment.

The dearth of contract monies awarded to Hispanic organizations was a recurrent issue presented during our statewide public hearings. Thus, State agencies must include Hispanic business enterprises in the utilization of their discretionary procurement contract funds. Further, State agencies involved in minority contracts should develop annual demonstration projects with provisions for start-up funds for pilot Hispanic business enterprises. These projects should provide Hispanics with the necessary funds and technical assistance to establish competent business enterprises.

Finally, although the allocation of human and financial resources is the fundamental recommendation stemming from the public hearings and included in the report, we also have

pointed to a variety of issues that require State government action for which no explicit recommendations are provided. We believe that some of the findings or issue areas presented are by their very nature self-evident; thus each agency should develop a set of effective measures, service plans, and work programs that would address specific problems and provide specific solutions.

The document touches upon many program issues which could be addressed through greater commitment to improving the situation of Hispanics living in New York State. The allocation of human and financial resources is, undoubtedly, a preliminary step toward the resolution of the innumerable problems related to the desperate plight of Hispanics in New York State; the incorporation of this minority group in our State family will be one giant step forward in its assimilation to American society.

OFFICE OF ADVOCATE FOR THE DISABLED

Agency Goals, Objectives and Functions

The Office of the Advocate for the Disabled's main objective is to make public, and enhance understanding of the problems of disabled persons. The key functions of the agency include informing the Governor, the Legislature, and other State agencies about the current needs of disabled persons, and participating in the creation of innovative strategies and programs to meet these needs currently, and in the future. Toward this end, the Office focuses on providing information and referral services statewide through a centralized telecommunications system, developing community advocacy systems by offering technical assistance to local councils, promoting enactment of legislation, and publishing materials which promote understanding of policies, issues, and strategies affecting disabled persons.

Relevance to Hispanic Community

It is estimated that .7% of the population have some type of developmental disability. The proportion for the Hispanic population could be somewhat larger as new immigrant groups with low socio-economic statuses are at a greater risk to have some developmental disability. Therefore, it can be estimated that there are at least 12,000 Hispanics in need of developmental services.

OFFICE OF ADVOCATE FOR THE DISABLED

Agency Goals, Objectives and Functions

The Office of the Advocate for the Disabled's main objective is to make public, and enhance understanding of the problems of disabled persons. The key functions of the agency include informing the Governor, the Legislature, and other State agencies about the current needs of disabled persons, and participating in the creation of innovative strategies and programs to meet these needs currently, and in the future. Toward this end, the Office focuses on providing information and referral services statewide through a centralized telecommunications system, developing community advocacy systems by offering technical assistance to local councils, promoting enactment of legislation, and publishing materials which promote understanding of policies, issues, and strategies affecting disabled persons.

Relevance to Hispanic Community

It is estimated that .7% of the population have some type of developmental disability. The proportion for the Hispanic population could be somewhat larger as new immigrant groups with low socio-economic statuses are at a greater risk to have some developmental disability. Therefore, it can be estimated that there are at least 12,000 Hispanics in need of developmental services.

In 1985, the Developmental Information System reported a total of 54,000 persons statewide receiving disability services. Of these, 2,542 had Spanish surnames, which implies that only about 21% of the Hispanic disabled are receiving services.

The well-being of the Hispanic disabled, the same as with other groups of disabled, is tied to having an appropriate advocacy system. For the Hispanic disabled, an appropriate advocacy system depends on the degree to which the advocate takes into consideration the particular needs which result from having Spanish as one's main language, and from their cultural and ethnic uniqueness.

The New York State Office of the Advocate for the Disabled is aware that a good service delivery system must take these differences into consideration. Francis M. Berko, State Advocate for the Disabled, is very critical of the service delivery system for the disabled in general, and questions its effectiveness for members of ethnic minorities. She concludes that:

"The service delivery system as it functions today is based upon a white, middle-class value system. Without discussion of the overall relevance of such a value system as an understructure for preparing people who are developmentally disabled for appropriate living in the 1980's and beyond, it is questionable whether programs and services so based can appropriately serve those whose cultural and ethnic values are different, especially when we have not, at the very least, admitted the need for -- let alone defined -- appropriate transitional mechanisms for transcending ethnic and cultural barriers.

A member of an ethnic minority who has a developmental disability, especially one who comes from a family which has not achieved a middle-class upward mobility status, has many handicaps other than those originating with this disability. Families in poverty living in inadequate housing can barely cope with day-to-day survival necessities. Imagine what is required of a single-parent welfare mother with four young children to feed and dress in a rat-infested apartment, in order for her to carry her multi-disabled youngster down four flights of stairs to meet the bus in time to cart the child off to some program in another part of town, run by some people whom she doesn't know or understand and who don't understand her. In addition, this mother, who has difficulty in executing the basic routines of daily living in this city, realizes something which the rest of us apparently ignore: even though at least 70 percent of the individuals being served by the service providers in this city are members of ethnic minorities, the majority of the members of these agencies' boards of directors are still White, middle-class individuals who were reared in a different age and a different culture" (Mayor's Office on the Handicapped, Conference, November 15, 1984).

The Hispanic community surely feels the inadequacies of such a service system.

As a SETRC parent trainer and coordinator of a Limited English Proficient Program, Ms. Rosario de Garcia is dismayed by the lack of qualified personnel available to service the growing number of Hispanic handicapped youngsters on Long Island. The following case is just one example of the present disregard of the exceptional Hispanic child's needs.

"Consider the case of a 17 year old multiple handicapped, moderately retarded (I.Q. - 50's) youngster with only three years of "formal" schooling behind her. She was sent out of the district with a tutor to be serviced by a second district. The teacher in the receiving district refused the child admission into her class because the teacher was not an ESL or bilingual Special Education teacher.

The teacher felt unqualified to teach this child, despite the fact that her Aid and the child's private tutor were bilingual. Obviously, there is more here than meets the eye, but the fact is that although the child is now with a bilingual teacher, she is now in a third district, out of Nassau, and must travel 45 minutes away from home to be in an intermediate school, not a high school. She has not been placed in an appropriate setting in compliance with the law" (Written Testimony).

Suleika Cabrera, Executive Director of the Institute for Hispanic Elderly, considers that the Hispanic disabled are in the worst condition possible: They do not have adequate transportation and there are no programs sensitive to their needs (New York City Hearings, Vol. III, p. 341).

Provisions in Agency for Servicing Hispanics

The Office of the Advocate for the Disabled has reported that only 10% of the agency's brochures are available in Spanish, citing the lack of translators as the main problem in providing such literature. However, this agency reported that it does not need translations, interpreters, or the provision of Hispanic cultural awareness courses for its employees, since in the past two years it has only received two calls from Spanish-speaking citizens on its 800 line.

The Advocate's office has created a Minority Task Force through which it tries to ensure representative participation by persons who are minority group members in its planning for policy development and operations of the service system. It

also seeks to increase utilization of services by those segments of minority groups which are more at risk than others, or which traditionally have underutilized the service system.

The Office reported that from the period January-August 1984, it utilized \$32,412 in discretionary procurement activities and purchases, of which \$545 (1.68%) was in minority business enterprise. Separate figures for Hispanics are not given.

Table 18 illustrates the Hispanic representation within the Office of the Advocate for the Disabled.

TABLE 18

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF ADVOCATE FOR THE DISABLED

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	4	0	
Professionals	10	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	3	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	18	0	0

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

THE OFFICE OF THE ADVOCATE FOR THE DISABLED

Findings

- . Low proportion of Hispanics with developmental disabilities are receiving services.
- . Inadequate technical assistance to local community agencies reaching Hispanics.
- . Telecommunications system not reaching Hispanic disabled community.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.

Recommendations

- . Advocacy efforts must be augmented by focusing on Hispanic developmentally disabled.
- . Technical assistance to local communities must be improved.
- . Design and implement programs that take into consideration cultural differences of Hispanic disabled including difficulties with English language.
- . Spanish telecommunications system should be implemented.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Minority businesses must be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.

OFFICE FOR THE AGING

Agency Goals, Objectives and Functions

The Office for the Aging is responsible for promoting and coordinating Federal, State, and local programs and services for the approximately three million older citizens in New York State. The Office functions as the single State agency responsible for administering a statewide network of community-based programs supported by the Federal Older Americans Act, the State Community Services for the Elderly Program, and a variety of other Federal and State funding sources.

Its present goals are to develop and coordinate preventive and supportive health and social services at the community level through the State Community Services to the Elderly Program, and the Federal Older Americans Act; develop and implement policies that integrate housing and energy programs serving the elderly, and develop policies and strategies that promote the active participation of older workers in the workforce.

Relevance to Hispanic Community

The relevance of the Office for the Aging to the elderly population is proportionate to the Hispanic elders' levels of poverty. The Hispanic elders' income level is often far below that of the general population over 65 (Table 14).

For example, Hispanic males had a median income of \$4,348 in 1980 as compared with \$7,320 for their counterparts in the general population. Therefore, there is no elderly group in New York State whose general well-being is more intertwined with the Office for the Aging than that of the Hispanic elderly. The Hispanic level of poverty reflected in median income figures (\$4,348 for males and \$3,190 for females - 1980 figures), makes for what Ms. Suleika Cabrera, Executive Director of the Institute for Puerto Rican Hispanic Elderly calls a "life of deprivation and degradation" (New York City Vol.III, pp. 325-326).

The significance of the Office for the Aging to the Hispanic senior citizen is recognized by its present Director, Eugene Callender. He believes that the Hispanic elderly population is a population at risk with specific service needs. To him, "the Hispanic elders live in multiple jeopardy because of the impact of cumulative effects of racism, ageism, immigrant status and poverty" (Albany Written Testimony, p. 2).

Notwithstanding the Hispanic senior citizens' needs for services and their significant numbers (almost 125,000 persons), it is the broad consensus that services for the aged in New York State are not reaching most Hispanic senior citizens (Cabrera, New York City Vol. III, p. 335).

Commissioner Callender is aware that Hispanic communities lack services for their elderly citizens. He

acknowledges that "most services available to the elderly are not located in Hispanic communities" (Albany, Written Testimony, p.3). The reason, Commissioner Callender explained, has much to do with the fact that the Older Americans Act is the major federally funded program specifically targeted to meet the needs of the nation's elderly. When the act was first established in 1965, competition was stiff among human services agencies to develop programs with this new funding. What resulted was that the traditional, well-established organizations became the major recipients of these funds. Smaller, community-based groups, often minority focused, were not as able to compete for these limited funds. Now, according to Commissioner Callender, even though these smaller grassroots organizations have themselves become more sophisticated, the Older Americans Act funding is so severely limited that in reality there is scant money to compete for the few, if any, discretionary dollars. He suggested that new dollars are essential if we are to meet the needs of the minority aging population (Albany, p. 203).

Ms. Cabrera also testified that for services to go to communities where the frail Hispanic elderly reside, funding must go to organizations indigenous to the communities; for this to happen the difficult process of redistribution must be faced (New York City, Vol. III, p. 338).

The lack of services for the Hispanic aged was also cited in testimony in Buffalo (Ms. Cotton, Written Testimony p.292).

During the hearings there was a consensus that Hispanic senior citizens underutilize the few services provided. Ms. Cabrera testified that even though the reasons that Hispanic elderly underutilized services are numerous and complex, most reasons pivot on the lack of bilingual/bicultural personnel to whom the elderly can relate to in confidence (New York City, Vol. III, p. 337). Similarly, Senator John Flynn testified in the Westchester County public hearings that, although Westchester County has a large Hispanic senior citizen population and there are senior citizens' centers which are receiving State and Federal monies, there are very few centers, if any, with bilingual/bicultural staff (Written Testimony, p.275).

Lack of bilingual/bicultural personnel is very critical as half of Hispanics 65 and older indicate having difficulty with the English language and of these, 55% do not speak English at all (Table 11).

An example given of a program not reaching the Hispanic elderly is the weatherization program (Rebecca Sotto, Buffalo Testimony, p. 300).

The Office for the Aging is responsible for establishing the standards and regulations for all community service agencies that serve the elderly. This power is of

critical importance to the Hispanic aged. Commissioner Callender indicated four main factors which determine if minorities get access to services in the aging network. They are: 1) location of the services; 2) staff patterns of the provider agencies and monitoring agencies; 3) quality and relevancy of the service and; 4) awareness on the part of the elderly person of the service and how to access it (Written Testimony, p. 3). These factors are not taken into consideration for the majority of the Hispanic elderly.

Provisions in Agency for Servicing Hispanics

The Office for the Aging has reported that 75% of its brochures and 25% of its forms and signs are printed in Spanish. These figures reflect the availability of material in Spanish within the central office as well as in the area agencies which provide services to the elderly, or contract for them. It reported time as the main difficulty in providing literature in Spanish.

The Office for the Aging does not have a Spanish translator among its employees, but it could use one. In the past year the Office did not sponsor any in-service courses in Hispanic cultural awareness; lack of adequate material was cited as the major barrier to providing such training.

Although this agency does not have programs designed specifically for Hispanic clientele, some area agencies, such as the Hispanic Access Program, the Hispanic Caregivers

critical importance to the Hispanic aged. Commissioner Callender indicated four main factors which determine if minorities get access to services in the aging network. They are: 1) location of the services; 2) staff patterns of the provider agencies and monitoring agencies; 3) quality and relevancy of the service and; 4) awareness on the part of the elderly person of the service and how to access it (Written Testimony, p. 3). These factors are not taken into consideration for the majority of the Hispanic elderly.

Provisions in Agency for Servicing Hispanics

The Office for the Aging has reported that 75% of its brochures and 25% of its forms and signs are printed in Spanish. These figures reflect the availability of material in Spanish within the central office as well as in the area agencies which provide services to the elderly, or contract for them. It reported time as the main difficulty in providing literature in Spanish.

The Office for the Aging does not have a Spanish translator among its employees, but it could use one. In the past year the Office did not sponsor any in-service courses in Hispanic cultural awareness; lack of adequate material was cited as the major barrier to providing such training.

Although this agency does not have programs designed specifically for Hispanic clientele, some area agencies, such as the Hispanic Access Program, the Hispanic Caregivers

Program, and Hispanic Information and Referral Hotline, all in New York City, provide services in Spanish. The lack of bicultural models was cited as the main difficulty in providing bicultural programs.

Hispanic organizations and programs funded by the Office of the Aging include:

- La Union Hispanica
- Westchester Hispanic Coalition
- Ridgewood Bushwick Senior Citizens Council, Inc.
- Hispanic Outreach Project for the Elderly (HOPE) -
- South Bronx Community Corp.
- William Hodson Senior Center
- Hispanic Access Project in Brooklyn and Queens
- Hispanic Caregivers Program in Brookdale
- In-Touch Spanish Radio Hour
- Progress, Inc.
- Hispanic Elderly Project by Catholic Family Center of Rochester

The Office for the Aging had a total of \$139,763 in discretionary procurement activities and purchases during the period September 1983 - August 1984, \$1,942 (1.39%) of which went to minority business enterprises. Separate figures for Hispanics are not given.

Table 19 illustrates Hispanic lack of representation within the Office for the Aging.

TABLE 19

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE FOR THE AGING

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials			
Administrators	13	0	
Professionals	91	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	8	0	
Office/Clericals	34	1	2.94
Skilled Craft Workers	1	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	148	1	0.68

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE FOR THE AGING

Findings

- . Among the elderly, Hispanics are the poorest group, but the consensus is that services are not reaching them.
- . Services for the aging do not take into consideration Hispanic cultural differences and difficulties with the English language.
- . 75% of the Office for the Aging's brochures and 25% of its signs are in Spanish.
- . Discrimination is still a factor affecting service delivery.

Recommendations

- . Target services to Hispanic elders via new mechanisms:
- . Funds must be targeted to meet the needs of the neediest.
- . All funded agencies must be mandated to service a minimum number of Hispanics in their target area according to proportion that appears in census tracts data.
- . The number of Hispanic programs to serve the elderly must be increased.
- . A statewide information referral HOTLINE in Spanish must be established.
- . Require bicultural personnel and bicultural programming for funded agencies that have Hispanics in census tracts of that area.
- . Require that all literature to the public must have a Spanish version, as more than half of the Hispanic elderly have difficulty with the English language.
- . Providing all literature in Spanish; having bicultural services and bicultural personnel are signs that Hispanics are welcomed.

- . Income support programs are inadequate.
- . Advocate with Federal, State and local government for increase in income support services for the elderly.
- . Inadequate housing conditions persist.
- . Advocate with Federal, State, and local government for:
 - . new housing for the aged
 - . programs for sharing housing
 - . increase and restore housing subsidy for the aged.
- . Weatherizing programs are not reaching Hispanics.
- . Review and monitor weatherizing programs to ensure that the Hispanic elder is serviced. This should be done in conjunction with the State Department.
- . Hispanic elderly are not able to secure part-time jobs.
- . Require that the State Foster Grandparents and Green Thumbs programs be required legislative fiat to set reasonable goals on the employment of minority elderly.
- . Hispanic elderly tenants are often evicted for illegitimate reasons and suffer traumatic experiences and great financial hardship.
- . Require that the Governor support legislation that would guarantee persons 65 years of age or older the right to renew their leases as long as they have paid their rent and have not acted in a manner to justify eviction.
- . Need of home services to ensure Hispanic elderly independence and prevent institutionalization.
- . Require that Hispanic agencies be awarded contracts for home care:

- . Require that the State fund Hispanic programs to enhance the ability of families to care for their dependent elderly members.
- . Require that funded Hispanic home health care agencies recognize and effectively integrate the role of family caregivers in the development and delivery of comprehensive home care services.
- . Require that the Office for the Aging provide training to informal caregivers. This training would concentrate on necessary skills in providing personal care and support, financial counseling, stress awareness and management.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.
- . Minority business must be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF AGRICULTURE AND MARKETS

Agency Goals, Objectives and Functions

The Department of Agriculture and Markets' main goals are to encourage growth in the State's agricultural industry, and to regulate agricultural activities through inspections and testing programs. Its programs include Agricultural Business Services, Agricultural Marketing Services, Consumer Food Services, and the State Fair.

Of special interest to the Hispanic community are the functions of the Rural Affairs Division. This division coordinates the State's rural development and farm worker services programs, administers the Agricultural Districts Program, and serves as staff to the Governor's Task Force on Rural Development. Its Migrant Child Care Program assists approximately 1,500 migrant families in 23 centers throughout the State by providing child care, which makes it possible for migrant parents to seek and hold agricultural employment.

Relevance to the Hispanic Community

The New York State Hispanic rural population comprises 24,413 people which represents 1.5% of the total Hispanic population (1980 Census, Table 16). In 1980, 4,048 Hispanics were reported as working in agriculture. The Office of the Commonwealth of Puerto Rico estimates that

about 3,500 Puerto Ricans come to New York State as migrant farm workers yearly.

Elizabeth Guaniles, member of the Suffolk County Human Rights Commission, testified that the migrant worker continues to be last in the shuffle of neglected citizens, unknown to his neighbors and local, county, or State offices. The same issues and the same concerns exist for Hispanic migrant workers as for other Hispanic citizens, e.g., housing, poor working conditions, health care. For the Hispanic migrant worker, with a different language and culture than other migrant workers, sets of barriers exist that do not permit him to participate in any program as it is currently set up. She emphasized the need of services for children. "In many of the migrant camps - that do carry women and children - there are no educational facilities provided for these children" (Suffolk, pp. 176, 240).

Reverend Francisco T. Dominguez, Affirmative Action Director, Office for Immigrant Services, Archdiocese of New York, shared the same concerns.

"Another point that is of concern to us with regard to migrants is to see what kind of education is being afforded to the children of these migrants. We're talking about moving, mobile people, and often enough, they are accompanied by children. Are there any opportunities and/or services to migrants, as they go from town to town? They have little recreation because of their long hours. They have no social or religious life to speak of. You might even doubt whether they have a humane life at all, given the circumstances and the pressures under which they live as migrants...Our observation is that everyone down the line, towns, churches, schools, communities, agencies, everybody

washes their hands off the migrants because they say that they don't belong here, that they are not community residents, that they are just passing through. Consequently, nobody has any obligation towards them" (Westchester, pp. 130-131).

Further, there is evidence of discrimination against Hispanics in migrant work farm. Ella O'Brien, Program Specialist, New York State Migrant Child Care Program, testifying in New York City, stated:

"I have seen women eight and a half months pregnant, completely covered to protect themselves from the sun, stooping over celery and lettuce, and I find this mostly with Hispanic migrant workers. They do more stoop picking, it is a lower income and it is a very, very hard work" (Vol. III, p. 178).

Provisions in Agency for Servicing Hispanics

The Department of Agriculture and Markets provides 10% of its forms and brochures in Spanish. Time was cited as the main reason for not providing more literature in Spanish.

This agency has one Spanish translator and does not need more. In-service courses in Hispanic cultural awareness were not sponsored during the past year. Lack of interest on the part of personnel was cited as the main reason for not providing them.

With regard to services designed especially for Hispanic clientele, the Department has translated into Spanish a "General Sanitation Report" form. The purpose of this form is to facilitate the inspection process of Spanish-speaking establishments, while helping Spanish-speaking proprietors

interpret New York State Agriculture and Markets laws and regulations. According to this agency, providing bicultural programs for Hispanics is hampered by a lack of bicultural models.

This agency employs one Food Inspector 1 in the Spanish-speaking parenthetic category.

The Department of Agriculture and Markets reported that during the period September 1983 - August 1984, \$14,993,054 was utilized in discretionary procurement activities and purchases, of which \$4,444 (0.03%) went to minority business enterprises. Separate figures for Hispanic are not given.

Table 20 illustrates the Hispanic representation within the Department of Agriculture and Markets.

TABLE 20

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF AGRICULTURE AND MARKETS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	34	0	
Professionals	134	0	
Technicians	324	3	0.93
Protective Service Workers	5	0	
Para-Professionals	9	0	
Office/Clericals	156	1	0.64
Skilled Craft Workers	15	0	
Service Maintenance	17	0	
Unknown FOC	0	0	
TOTAL	694	4	0.58

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF AGRICULTURE AND MARKETS

Findings

- . Migrant workers continue to be disconnected and disoriented in the communities in which they work.
- . The working condition and the quality of life of migrant workers and their families are still for the most part degrading.
- . Services for children of Hispanic migrant workers are still not adequate.
- . Discrimination is still a factor affecting service delivery.
- . Limited representation of Hispanic businesses among discretionary procurement contracts is a problem.

Recommendations

- . Join efforts with the Department of Labor, Department of Social Services to improve linkage between service providers and migrant workers.
- . Join efforts with the Department of Labor and Department of Social Services to improve service delivery to the migrant worker.
- . New models for providing day care for children of migrant workers, for example, day care on wheels. The models must include:
 - . Provisions for Hispanic children in terms of language and culturally sensitive programs.
 - . Provisions for medical care.
 - . Increase in the number of day care centers to facilitate utilization by all migrant children.
 - . Orientation seminars in Spanish
 - . Literature in Spanish on services available, rights, and entitlements of the migrant worker.
- . Provide all public literature of service programs in Spanish as well as bicultural personnel.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.

- . The proportion of Hispanic personnel in the labor force of the agency in all occupations categories especially in policy-making and professional categories, is small.
- . Increase in use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

BANKING DEPARTMENT

Agency Goals, Objectives and Functions

The Banking Department's goal is to maintain a strong banking industry in New York State and to ensure adequate financial services to businesses and residents. Its responsibilities include supervision and regulation of all State-chartered banking institutions, including commercial banks, trust companies, savings banks, savings and loan associations, credit unions, and other financial institutions.

The Department exercises broad powers of oversight and enforcement through its approval of acquisitions, branch expansions, mergers, and other forms of consolidation; through its ability to levy fines, order discontinuance of unsound financial practices, and replace management; and through its power to take possession of failing institutions and operations or liquidate them for the benefit of depositors and creditors.

One of its regulatory and supervisory activities is to assess the banking community's reinvestment efforts and identify possible discrimination in mortgage loans in geographic areas.

Under regulations promulgated by the Banking Board, banks can now invest an estimated \$20 billion in real estate, with \$1.0 billion targeted to low-to-moderate income areas.

These targeted real estate equity investments will be made under the provisions of the Community Reinvestment Act and could provide an important source of capital for economic development in distressed areas of the State.

Relevance to Hispanic Community

The Banking Department can play an important role in the economic development of the Hispanic communities in New York State through its power to direct the infusion of capital into Hispanic communities. Such activity is indispensable for the Hispanic communities' economic development and improvement of its housing stock.

The impact of banks on the Hispanic community is widely debated. Anthony Gliedman, Commissioner of the Department of Housing Preservation and Development, testified in New York City that exciting developments in East Harlem and many other Hispanic neighborhoods around the city indicate that financial institutions are beginning to play a positive role in the communities (Vol.I, p. 105).

However, Peter Block, President of the Association for Puerto Rican/Hispanic Culture Inc., stated in the New York City public hearings that New York State real estate interests are constantly trying to reduce the available low and middle income housing in which most Hispanics depend, and to build luxury buildings and co-ops (Vol. I, p. 416).

David Lopez, Chairperson of the Association of Puerto Rican Directors, stated in his New York City testimony that to improve Hispanic communities there must be an infusion of capital, and that an industrial development foundation should be founded (Vol. I, p. 663)

Community development and revitalization would have a tremendous impact on the lives of Hispanics. The physical environment in which Hispanics live is an important factor in their well-being, not only in terms of the attractiveness of better housing, but also in terms of the attractiveness that such improvements would have for business and employment development within the community.

The Department of Banking must encourage Hispanic community development organizations in their efforts at community revitalization.

Provisions in Agency for Servicing Hispanics

The Banking Department employs one Typist in the Spanish-speaking parenthetic category.

The Banking Department reported a discretionary procurement activity and purchases of \$51,597 for the period September 1983-August 1984, \$12,287 (23.81%) of which was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 21 illustrates the Hispanic representation of the Banking Department.

TABLE 21
TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF BANKING

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	22	1	4.55
Professionals	320	2	0.63
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	85	6	7.06
Skilled Craft Workers	3	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	432	9	2.08

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

BANKING DEPARTMENT

Findings

- . The Banking Department has no special program to focus funds to revitalize the economic development of Hispanic communities.
- . Red lining of Hispanic residential areas in terms of mortgage loans continues to reduce low and middle income housing in the Hispanic community.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.

Recommendations

- . The program of targeted real estate equity investment must reach a higher proportion of rapidly deteriorating Hispanic communities.
- . The prevention of the red lining Hispanic communities by banks must be aggressively pursued.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Use of Hispanic business enterprises must be increased.
- . Minority businesses must be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement funds to Hispanic business.

DEPARTMENT OF COMMERCE

Agency Goals, Objectives and Functions

The Department of Commerce promotes domestic and international investment in New York State to create private sector employment and to generate additional tax revenues. As the State's central economic development agency, it works with other public and private development agencies to encourage existing businesses to expand, attract new industries, increase foreign investment and trade, assist minority businesses, and promote tourism.

The Department of Commerce has a Division of International Commerce, a Division of Business Development Marketing, a Division of Small Business Services, and a Minority Business Development Division.

Relevance to Hispanic Community

The revitalization of the Hispanic community is directly linked to the improvement of commercial activities. The Department of Commerce's responsibility for economic development could be effectively utilized for Hispanic business development which would help the overall improvement of Hispanic communities' welfare. Its programs, specifically the Division of Small Business and the Minority Business Development Division could play a very important role in this area. Commissioner William J. Donahue,

testifying in Albany, indicated that he personally believes that to be in business is to actually participate at the front line of the free enterprise system, and that there is a need to provide for minority youth the opportunity to see "the reality of life within the business organization and therefore create viable options for themselves." He concluded that his Department has done some work with minorities, but not enough with the Hispanic groups (p. 103-126).

Louis Rosally, Chairman of the New York State Hispanic Chamber of Commerce, states that:

"the challenge Hispanics now face is that of becoming major participants in the economic life of the State by providing jobs and business opportunities for our citizens. All our objectives culminate in entering the economic mainstream of New York and the country . . . One way we as Hispanics can contribute is by exploring our natural (language and culture) ties to Central and South America, which represents a market of great potential" (New York State Chamber of Commerce, June 22, 1984).

Provisions in Agency for Servicing Hispanics

The Department of Commerce has published, since 1970, the Small Business Division "Your Business" booklet in Spanish as "Su Negocio." This booklet serves as a primer for entrepreneurs seeking to enter business. The Department is currently contracting for a new Spanish translation of that booklet.

The Minority and Women's Business Development Division is involved in a number of programs directed at the Hispanic community. This Division has received monies for publicity of such programs. A portion of these monies have been designed for promotion in the Hispanic media.

Additionally, conferences regarding financial and alternative financing for Hispanic businesses have been conducted in Spanish in the past, and they will continue to be offered as requested from the Hispanic business community. Presently, the Division is planning a conference for Spanish-speaking grocers in order to inform them of the Department's services.

The Department of Commerce had a total discretionary procurement activity and purchases of \$4,578,504 during the period September 1983 - August 1984, of which \$40,813 (0.89%) was utilized in minority business enterprises. Separate figures for Hispanics are not given.

Table 22 illustrates the Hispanic representation in the Department of Commerce.

TABLE 22

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF COMMERCE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	44	1	2.27
Professionals	156	8	5.13
Technicians	11	0	
Protective Service Workers	0	0	
Para-Professionals	5	0	
Office/Clericals	127	7	5.51
Skilled Craft Workers	4	0	
Service Maintenance	6	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	353	16	4.53

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF COMMERCE

Findings

- . In spite of efforts of the Department's Minority and Small Business programs, Hispanic businesses continue to be too small a proportion of minority enterprise.
- . There is a lack of utilization of Hispanic enterprises to facilitate economic ties with Latin America.
- . Representation of Hispanic businesses among discretionary procurement contract is limited.

Recommendations

- . Measures should be taken to increase the number of Hispanic business enterprises.
- . Develop an Hispanic Industrial Development Foundation for the purpose of providing industrial information, marketing research, networking, and financial support to promote Hispanic enterprises.
- . Augment technical assistance to Hispanic small business enterprises.
- . Provide all public literature in Spanish, have bicultural service programs and bicultural personnel.
- . Increase capital for Hispanic businesses through tax abatements and non-traditional loans based on ability to develop rather than on assets or securities.
- . Increase the utilization of Hispanic business entrepreneurs to facilitate economic ties with Latin America.
- . Establish business internship programs in the Department of Commerce for Hispanic business students.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.

- . Increase use of Hispanic business enterprises.
- . Affirmative Action plans should be required of all employers receiving State contracts or grants. Develop standards for recruiting, training, and hiring priorities. Diligent record-keeping of implementation/compliance is to be required.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF STATE

Agency Goals, Objectives and Functions

The Department of State is responsible for a wide variety of licensing, regulating, recordkeeping, municipal assistance, and planning functions.

The Department's activities are organized within six programs: Administration, Fire Prevention and Control, Business and Government Regulation, Local Government and Community Services, Licensing Services, and the State Athletic Commission.

In reference to local government and community services, the Department offers technical assistance and training for State and Federal grants-in-aid, municipal management, and community development and planning to local government. Most important, it also provides an ombudsman service to citizens seeking information, or having complaints about State services.

Relevance to Hispanic Community

The Department of State can play a very important role in the well-being of the Hispanic community. The grants-in-aid to localities is sometimes the only source for community agencies seeking funds for local community problems. The Department of State's technical assistance and training for

State and Federal grants-in-aid recipients, thus, could be a source of technical enrichment in Hispanic communities. The ombudsman program is a medium the Hispanic community can utilize to redress bureaucratic ills. However, even though there were numeral allegations and complaints during the hearings, the Ombudsman program was never mentioned. During statewide public hearings, local Hispanic agencies, such as:

- Spanish Community Progress Foundation. (Westchester Public Hearing p. 64)
- Puerto Rican Family Institute (New York City Vol. p. 157)
- Hispanic Counseling Center (Nassau Public Hearing p. 120-137)
- Circulo de la Hispanidad (Nassau Public Hearing p. 262-263)

complained about the difficulty in obtaining funds to continue providing services.

The Department's Division of Economic Opportunity directs the State's Community Services Block Grant Program (CSBG) and the Low-Income Weatherization Assistance Program through contracts with community action agencies and community-based organizations. It is reported that in some communities the weatherization program is not reaching the Hispanic elderly (Buffalo, p. 300).

Provisions in Agency for Servicing Hispanics

Under the Community Services Block Grant, the Department of State provides funding to the Community Development Agency (CDA), the community action agency for the

City of New York. Approximately 42% of the services provided by this agency reach the Hispanic community. These services include: teaching English, job training, youth development, counseling programs, nutrition, emergency assistance, and many other programs for the poor and elderly.

CDA runs over 300 programs in 33 neighborhood target areas, serving approximately 67,800 clients, of whom 42% are Hispanic. At least 10% to 30% of these programs are directly targeted toward the Hispanic community. About 25% of CDA's CSBG programs have a majority of Hispanic board members and staff.

In other areas of the State, through the CSBG program, the Department of State provides services to the Hispanic community. For instance, in Westchester, the Community Action Agency provides services to approximately 3,000 Hispanic residents in areas of employment, housing, and youth programs. Also, in Nassau County, services are provided which include teaching English as a Second Language, tutorial assistance, and summer youth employment programs.

Other examples would include: the use of CSBG discretionary monies to fund the Spanish Community Progress Foundation in Yonkers, a city which has a Hispanic population of over 16,000. With these funds, the Foundation offers services to 800 Hispanic clients annually in the areas of legal assistance, housing advocacy, social services, education, and employment. In Monroe County, the Bilingual

Health Education Program offers training in nursing, rehabilitation, and therapy skills. Approximately 80% of the participants are Hispanic. The majority of trainees are placed in jobs.

Through the Weatherization Assistance Program, the Department serves the needs of many Hispanic families.

Weatherization subgrantees have provided services to 8,473 Hispanics across the State.

The following organizations have provided a large portion of the services to Hispanics in New York City:

- Just Us, Inc.
- Banana Kelly, Inc.
- LACE, Inc.
- Adopt-a-Building, Inc.

Efforts are currently underway in the upstate area to provide additional services through two more subgrantees. They are: Father Belle of Buffalo and Ibero-American Housing Company of Rochester.

The Community and Neighborhood Assistance Program of the Department of State assists in the development of the Hispanic neighborhoods and commercial cores in Rochester, Newburgh, and other areas of the State. Services include: identifying strategies and resources and brokering not-for-profit agencies and private financial packaging. In Newburgh, the assistance provided is in developing low-income housing, day care, and a cultural center facility; identifying funding resources for development; proposal

development; capacity building with regard to managing for not-for-profit community participation; and fund raising.

The staff of the ombudsman program HOT-LINE is going to be increased to include Hispanic speaking personnel.

About one fourth of the Department of State's brochures are printed in Spanish, but none of its forms or signs are available in the language. Providing literature in Spanish proves difficult, it was reported, due to the lack of personnel to do written translations.

The Department has one Spanish translator and could utilize four more.

No Hispanic cultural awareness training was sponsored during the past year; personnel was reported to lack interest in such courses.

No program geared toward Hispanics was reported; however, the Department believes that if a program were developed, it would improve services to Hispanic clientele. Lack of cultural models was cited as a major barrier to implementing such programs.

This agency employs one License Investigator 1 in the Spanish-speaking parentetic category.

The Department of State reported a total discretionary procurement activity and purchases of \$124,764 during the period of September 1983-August 1984, of which \$1,096 (0.9)

went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 23 illustrates the Hispanic lack of representation in the Department of State.

TABLE 23

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF STATE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	30	2	6.67
Professionals	237	9	3.80
Technicians	70	3	4.29
Protective Service Workers	0	0	
Para-Professionals	12	2	16.67
Office/Clericals	333	10	3.00
Skilled Craft Workers	5	0	
Service Maintenance	7	0	
Unknown FOC	<u>1</u>	<u>0</u>	<u> </u>
TOTAL	695	26	3.74

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF STATE

Findings

- . Funds for community services are not reaching a sufficient number of Hispanic organizations.
- . The weatherization program is not reaching a sufficient number of Hispanic families.
- . This Ombudsman program is unknown in the Hispanic community.
- . The Department provides very little public literature in Spanish and has no in-service cultural programs, which reinforces feelings of discrimination among Hispanics.
- . There is limited representation of Hispanic businesses for discretionary procurement contracts.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Develop and implement mechanisms for targeting funds to reach additional Hispanic community organizations.
- . Review and redesign the weatherization program in order to reach additional Hispanic families.
- . Initiate a campaign to familiarize the Hispanic community with the Ombudsman program.
- . Provide all public literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy making and professional categories.

COMMISSION OF CORRECTIONS

Agency Goals, Objectives and Functions

The Commission of Corrections has five responsibilities:

- 1) Providing policy recommendations to improve correctional facility management.
- 2) Providing technical assistance to State and local local officials.
- 3) Regulating State and local correctional facilities.
- 4) Investigating inmate deaths, and reviewing health care delivery in correctional facilities.
- 5) Reviewing inmate grievances.

Relevance to Hispanic Community

The policy and regulatory functions of the Commission of Corrections has a significant impact on the Hispanic inmate. The Hispanic inmate population during 1984 was 8,195. This group suffers from a variety of difficulties at a higher rate than other inmates. For example, the Hispanic inmate has the highest suicide rate among the inmate groups, and it is also known that Hispanic inmates rarely utilize the inmate grievance procedure.

During the Nassau public hearings, Dr. Martha Arias Klein, Professor of Nassau Community College, and former probation officer, stated that she views the Hispanic inmate as being isolated and lacking a means of communicating with the system (p. 278).

Table 24 illustrates the Hispanic representation in the Commission of Corrections.

TABLE 24

TOTAL WORK FORCE AND HISPANIC WORK FORCE
COMMISSION OF CORRECTIONS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	11	0	
Professionals	29	2	6.90
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	2	0	
Office/Clericals	21	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	63	2	3.17

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COMMISSION OF CORRECTIONS

Findings

- . Insufficient data on Hispanics within the criminal justice system.
- . No standards of health care delivery exist for Hispanic inmates.
- . Inmate grievances are often not responded to or resolved with any frequency.
- . Limited representation of Hispanic businesses among discretionary procurement contracts.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, specially in policy-making and professional categories.

Recommendations

- . CC join with the DCJS in a joint research project to study the situation of Hispanics within the criminal justice system (see DCJS).
- . That CC set minimum health care delivery standards for prison populations.
- . That the CC promulgate standards and set statutory time requirements on which an inmate must have his grievance addressed.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

CRIME VICTIMS BOARD

Agency Goals, Objectives and Functions

The Crime Victims Board seeks to mitigate the effects of violent crime by:

- 1) Providing relief to eligible claimants who demonstrate financial difficulty as a result of criminal acts.
- 2) Supporting local victim witness agencies that provide direct services to crime victims; and
- 3) Serving as an advocate for the rights and interests of crime victims.

An injured victim of violent crime, or survivors of the victim, may be eligible through the program for reimbursement of medical expenses, funeral costs, and loss of earnings.

Relevance to Hispanic Community

The importance of this agency to the Hispanic community is demonstrated by the fact that Hispanics and other minorities are overrepresented among crime victims. A recently released analysis of LEAA's victimization survey shows that Hispanics have higher robbery, burglary, household, and automobile theft rates than do non-Hispanics. Also, in The Hispanic Experience of Criminal Justice, Peter L. Sissons suggests that in New York, Hispanics experience higher violent victimization rates than Blacks. The study also indicated that the Hispanic problem of victimization is

also heightened by language barriers and the failure of victims' agencies to reach the community. This was confirmed by Anthony Suarez, Esquire from the Puerto Rican Bar Association, during the New York City hearings (Vol. II, p. 199). This becomes more pronounced when we consider the case of Hispanic illegal aliens, whose reluctance to communicate with police or other agencies may prevent them from seeking help from established victimization agencies.

It must be pointed out that most crime data collection includes Hispanics under minority figures. This prevents from understanding the particular problems each minority group experiences, as well as from implementing effective solutions.

Provisions in Agency for Servicing Hispanics

The Crime Victims Board reported that all of its brochures are printed in Spanish, and claim forms are available in that language. No signs are available in Spanish.

This agency has a staff of three Spanish translators, and could utilize one more. In the Spanish-speaking parenthetic category, this agency employs two Investigators.

No courses in Hispanic cultural awareness were sponsored during the past year, and this agency has no program designed especially for Hispanic clientele.

The Crime Victims Compensation Board reported that during the period September 1983-August 1984 it had a total

discretionary procurement activity and purchases of \$6,189, of which \$1,939 (31.33%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 25 illustrates the lack of Hispanic representation at the Crime Victims Compensation Board.

TABLE 25

TOTAL WORK FORCE AND HISPANIC WORK FORCE
CRIME VICTIMS COMPENSATION BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrative	9	0	
Professionals	8	0	
Technicians	19	1	5.26
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	27	2	7.41
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	64	3	4.69

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

CRIME VICTIMS BOARD

Findings

- . No available data base on Hispanic victimization.
- . No funding of Hispanic victim agencies.
- . Lack of knowledge of crime victim services among Hispanics.
- . Hispanic undocumented workers' reluctance to utilize victim services.
- . The Department has no in-service cultural training or programs geared toward Hispanic clientele.
- . There is limited representation among Hispanic businesses for discretionary procurement contracts.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Conduct a research study on the Hispanic victim.
- . Fund Hispanic victim agencies in areas of large Hispanic concentration.
- . Publicize crime victims services through Hispanic media.
- . Provide means by which undocumented workers can utilize service.
- . Provide bicultural service programs and in-service Hispanic cultural training.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF CORRECTIONAL SUPERVISION

Agency Goals, Objectives and Functions

This new agency within the Executive Department will consolidate State responsibility for non-incarcerative criminal sanctions and provide an effective administrative framework for enhanced community-based sentencing options. Under this agency will be subsumed the Division of Parole, the Division of Criminal Justice Services and the Division of Probation. This consolidation is intended to address fragmentation of services. This merger will also call for State assumption of direct responsibility for Felony Probation Supervision Services and State Felony Investigator Services. The Division of Correctional Supervision will be responsible for:

1. Maintaining records of all persons under parole supervision.
2. Preparing materials for use by the Board of Parole in exercising its authority to make release, revocation, and other determinations.
3. Supervising released inmates to facilitate adjustment to the community.

The Department of Correctional Supervision comprises four program areas: Administrative Services, Office of Supervision Services, Office of Investigative Services, and Office of Alternatives to Incarceration. The Board of Parole will retain its current responsibilities under the direction of the Chairman of the Board. Both the Chairman of the Board of Parole and the Commissioner of Correctional Services report to the Governor through the Director of Criminal Justice.

DIVISION OF CRIMINAL JUSTICE SERVICES

Agency Goals, Objectives and Functions

The central mission of the Division of Criminal Justice Services is to increase the overall effectiveness and vitality of the criminal justice system. The Division focuses on the following functions:

- 1) Conducting criminal justice research, monitoring, and program development;
- 2) Maintaining a computerized criminal history and statistical data file available to Federal, State, and local agencies.
- 3) Providing training and other management services to municipal police and peace officers; and
- 4) Strengthening the capabilities and performance of local criminal justice agencies.

These functions are implemented through Crime Prevention Programs, Witness Protection Programs, Identification and Data Services, Municipal Police Programs, and law enforcement assistance networks.

Relevance to Hispanic Community

The Department of Correctional Services can be of great service to the Hispanic community through its functions of conducting criminal justice research, monitoring, evaluation, and program development. Yet, statistics and testimony indicate that the criminal justice system has not adequately

taken into consideration the unique problems and characteristics of the Hispanic community; a community victimized by crime.

Essential information on Hispanics that would be of enormous assistance to the community, and to law enforcement officials, has not been gathered. The Hispanic Research Center reports that crime statistics are not systematically collected for minorities other than Blacks. This is most distressing because, as Orlando Rodriguez, Project Director, Vera Institute of Justice, writes:

"American minorities...differ in cultural traditions and occupy different but closely related niches in American socio-economic and political system. Thus to understand how minorities fare in crime ...it is necessary to identify the particular problem each group experiences." (1988, Rodriguez et al P. 1).

Statistics on the ethnicity of the criminal populations have indicated that while minorities are overrepresented, there is a divergence of groups depending on the nature of the crime. For example, Blacks are arrested from 3 to 4 1/2 times more often than are Hispanics, yet Puerto Rican males have a higher percentage of commitments for drug offenses and homicide than do Blacks. Statistics also indicate that Blacks have a higher representation in prison in relation to Hispanics, but that the Hispanic inmate population is growing at a faster rate. These figures demonstrate that minorities are not homogeneous, and that subcultural differences,

background, and socio-economic differences should be studied to adequately address crime. Peter L. Sissons, in The Hispanic Experience of Criminal Justice notes that research has not assessed the effect of Hispanic ethnicity on sentencing. He compiled data that indicate that being Hispanic increases the probability of the offender being convicted of a drug offense, decreases the possibility of probation, and in most circumstances results in the offender receiving a longer and harsher sentence. In each minority group's experience of crime and justice, "structural and subcultural factors interrelate in a variety of ways".

There is an even more pronounced variation in the values and attitudes of the different minority groups themselves. For example, Orlando Rodriguez, referring to the work of Marvin Wolfgang and Franco Ferracuti, The Subculture of Violence, notes that the Hispanic subculture has been a source of violent behavior. The Hispanic value of individual honor may, for instance, be linked to violent offenses among Hispanics. Moreover, the cultural element of machismo has been used to explain the domestic violence of men and the failure of the victimized women to place criminal charges.

Clearly, the relationship between law enforcement structures and offenders' subculture must be studied at greater length. Such studies must, however, be based on proper compilation of Hispanic crime statistics at all levels

of enforcement. The lack of this understanding even at the street level, may have been the cause for the allegations of police misconduct in Congressional hearings that recently captured New York headlines.

Sissons believes that "imbedded in the character of the Criminal Justice system are institutional forms of discrimination which collectively and unjustly injure the Hispanic offender", (1984, HRC Bulletin). One such form of discrimination is the failure of a group to exist as data base statistics. This institutionally induced "invisibility", or law enforcement sophistry, hurts both the Hispanic community and proper law enforcement.

The potential Hispanic complainant is also in a precarious situation. He must, in his interaction with the criminal justice system, confront language barriers in dealing with police, district attorneys, and probation or parole offices. The absence of interpreters on staff may directly effect Hispanic witnesses. In addition, undocumented workers may be hesitant to contact police in the event of a crime.

Provisions in Agency for Servicing Hispanics

About 10% of the literature of the Division of Criminal Justice Services is available in Spanish. This agency, however, acts as a service organization or central repository of criminal justice information and does not serve a targeted

population. Inasmuch as it acts in this capacity, it has begun to translate documents and messages into Spanish. The main difficulty cited with regard to providing literature in Spanish was the high cost of such endeavor.

The agency has one official Spanish translator, and does not foresee the need for more personnel in this area.

No courses have been directly sponsored in Hispanic cultural awareness, but such activity is conducted as part of the Affirmative Action Program. Cost was cited as a problem.

The Division does not provide any programs specifically designed for Hispanic clientele because it does not serve this population on a direct basis.

The Division of Criminal Justice Services had a total discretionary procurement activity and purchases of \$143,705 during the period of September 1983 - August 1984, of which \$827 (0.58%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 26 illustrates the Hispanic lack of representation in the Division of Criminal Justice Services.

TABLE 26

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF CRIMINAL JUSTICE SERVICES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	19	0	
Professionals	214	2	0.93
Technicians	36	0	
Protective Service Workers	0	0	
Para-Professionals	2	0	
Office/Clericals	440	1	0.23
Skilled Craft Workers	0	0	,
Service Maintenance	3	0	
Unknown FOC	0	0	
TOTAL	<u>714</u>	<u>3</u>	<u>0.42</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF CRIMINAL JUSTICE SERVICES

Findings

- . Essential information on Hispanic and crime is not systematically collected.
- . No crime prevention programs or witness protection programs exist that are geared toward Hispanics despite the prevalence of crime in the Hispanic community
- . Limited representation of Hispanic businesses among discretionary procurement contracts.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, specially in policy-making and professional categories.

Recommendations

- . DCJS should undertake criminal justice research on Hispanics, with an emphasis on program development and strengthening the performance of local justice agencies.
- . DCJS does not provide direct services, but in its research role it should provide alternative program models for crime prevention and witness protection that could be utilized by funding sources.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic businesses.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF PAROLE

Agency Goals, Objectives and Functions

The Division of Parole makes determinations that affect the length of a person's imprisonment. This entails deciding when and under what conditions inmates serving sentences may be released, and revoking the parole of any person violating the conditions of release.

The Division of Parole also grants and revokes certificates of relief from disabilities and certificates of good conduct, and, when requested by the Governor, reports on circumstances regarding inmates with consideration for pardon or commutation of sentence.

Relevance to Hispanic Community

The Division is exceedingly important in the lives of Hispanic inmate population of New York State. In 1984 there were 28,180 parolee cases in New York State, of which approximately 19% were Hispanic. Ninety-seven percent of the Hispanic parolees are males, 27% are 25 years of age or less. An additional 24% are between 26 and 30 years of age. In a study completed in 1983, the parolee population was found to be one beset with problems: 53% of parolees had had drug related problems, 41% had abused alcohol, and only 6% had had training or education above the 12th grade.

During the hearings, the parole system was described as one not taking into consideration the special needs of Hispanics.

Dr. Arias-Klein, Professor of Nassau Community College and a former probation officer, considers that the problems of the parole system are long standing and have not been properly addressed in spite of the fact that many recommendations have been made throughout the years. She emphasized that Hispanics are often not eligible for parole, as the programs geared to aid their eligibility are not accessible to them (Nassau, p. 277). Petrita Hernandez-Rojas, Director of the Education Division of the New York State Department of Correction, testified in New York City that she considers the Parole Board as not taking into consideration the Hispanic inmates' inability to speak English. For example, at the parole hearings parolees must rely on other inmates or officers for translation (p. 630).

Provisions in Agency for Servicing Hispanics

The Division of Parole has only one publication available in Spanish. None of its brochures, forms, or signs are in Spanish. Lack of personnel to do written translations was cited as the main problem on this respect. The agency has no Spanish translators, and could use two.

With regard to courses in Hispanic cultural awareness, none was offered last year. Cost was cited as an obstacle.

No particular program designed especially for Hispanic clientele is offered by the Division, but the development of such services was assumed to improve services. Cost, again, was reported as a problem.

The Division of Parole reported \$7,158 in discretionary procurement activities and purchases in the period September 1983-February 1984, of which \$2,428 (33.92%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 27 illustrates the Hispanic representation in the Division of Parole.

TABLE 27

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF PAROLE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	31	3	9.68
Professionals	791	35	4.42
Technicians	3	0	
Protective Service Workers	16	1	6.25
Para-Professionals	13	1	7.69
Office/Clericals	499	25	5.01
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	1,353	65	4.80

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF PAROLE

Findings

- . Inaccessibility to services that lead to parole.
- . Hispanic offenders on parole have enormous difficulty finding employment.
- . No provision is made for Hispanics to adjust from prison to a parolee situation.
- . Insufficient number of translators at correction facilities for parole staff.
- . Discrimination is still a factor affecting service delivery.
- . Limited representation of Hispanic businesses among discretionary procurement contracts.
- . The proportion of Hispanic personnel in all occupational categories, specially in policy-making and professional categories, is small.

Recommendations

- . A special Hispanic parolee program to provide for bilingual needs of the community.
- . The State funds a parole job development fund to assist parolees in obtaining employment.
- . The establishment of parole transition facilities in Hispanic communities.
- . Increase the number of translators at correction facilities to be used by parole staff.
- . Providing literature in Spanish and bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

. The proportion of Hispanics in Pre-release Program, Community Preparations Program, the Employment Bureau and the Mental Hygiene Program, is small.

. Increase Hispanics in Pre-release Program, Community Preparations Program, the Employment Bureau and the Mental Hygiene Program.

DIVISION OF PROBATION

Agency Goals, Objectives and Functions

The Division of Probation is responsible for regulating and monitoring locally provided probation services, which include intake activities to free appropriate cases from further court involvement, case investigations to help the courts make disposition decisions, and the supervision of persons whose court sentences permit them to remain in the community.

The Division promulgates rules and procedures for the delivery of probation services, monitors local administration of probation services, trains and advises city and county probation personnel, provides State financial aid in support of local probation services, and provides probation services on a temporary basis, as required.

Relevance to Hispanic Community

A large percentage of Hispanic youth and adults come in contact with the criminal justice system. In 1983, the Division of Probation received 37,480 cases; of these, 14,450 were sentenced to probation. Hispanics comprised 4,469 of these 14,450 (2,486 were felonies and 1,983 were misdemeanors).

Given the large number of Hispanic youth and adults that come in contact with the criminal justice system, and given the large number than can benefit from probational services, many feel that probation services need to be strengthened. During the hearings, Anthony Suarez of the Puerto Rican Bar Association, testifying in New York City, emphasized the importance to Hispanics of assigning more monies to reinforce probation systems. "We cannot keep adding monies for the criminal system just for punitive measures." Mr. Suarez also stated the importance of sensitizing the criminal justice system to afford other means of rectification. "We are spending nothing in getting to the problem of why that man or woman committed a crime" (Vol. II, p. 211).

Provisions in Agency for Servicing Hispanics

The Division of Probation provides 25% of its brochures and signs in Spanish. It does not produce any forms in Spanish. The agency reported that lack of personnel to do written translations is the main difficulty in providing more literature in Spanish, with cost and time following closely.

At the present time, the Department of Probation does not have any official Spanish translators but has two staff persons who could be utilized for that purpose, should it become necessary. The Department of Probation would welcome at least one full- or half-time position for this purpose.

Additionally, it would consider sharing the position with another agency or contracting out with the State Department of Education, Bureau of Bilingual Education.

This agency has not, in the past, sponsored any in-service courses in Hispanic cultural awareness. However, plans are being developed to do so.

The Division's Community Resource Coordinator is currently involved in ensuring that services specifically designed for its Hispanic clientele are identified and developed in Spanish, and in ensuring that these services will focus on the particular needs of the Hispanic community. Lack of cultural models was cited as the main difficulty in developing such programs.

The Division of Probation reported a total discretionary procurement activities and purchases of \$11,999 during the period of September 1983-August 1984, of which \$7,000 (60%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 28 illustrates the Hispanic representation in the Division of Probation.

TABLE 28

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF PROBATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	11	1	9.09
Professionals	45	1	2.22
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	32	1	3.13
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	88	3	3.41

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF PROBATION

Findings

- . Inadequate monitoring and assistance to Hispanics placed on probation.
- . The Department provides very little public literature in Spanish and has no in-service cultural programs, which reinforces feelings of discrimination among Hispanics.
- . There is limited representation among Hispanic businesses for discretionary procurement contracts.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . That the State fund programs geared toward assisting Hispanics placed on probation.
- . Provide all public literature in Spanish, bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the agency.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF CORRECTIONAL SERVICES

Agency Goals, Objectives and Functions

The Department of Correctional Services is responsible for the "secure and humane confinement of offenders sentenced to its institutions and for preparing these individuals for reintegration into the community upon their release." Its responsibilities include:

- 1) Confining offenders;
- 2) Meeting inmates' basic daily health needs;
- 3) Offering rehabilitation opportunities through academic, vocational, maintenance, and industrial programming.

The New York State Department of Correctional Services currently manages a network of 45 facilities. Included in these program services are academic, vocational, and counseling services; maintenance of inmate family ties, the Family Reunion Program; the Children's Reunion Program; and the Bedford Hills Nursery. The Department also has a special program for inmate subpopulations, which includes inmates who are likely to be victimized by others, and those with histories of drug or alcohol abuse. The Department of Correctional Services also has responsibility for preparing inmates for parole through pre-release services and temporary release programs.

Relevance to Hispanic Community

The Department of Correctional Services is of particular concern to Hispanics when we realize that Hispanics comprise a large proportion of the inmate population. Of the 32,485 inmates currently in custody, 8,195, or 25%, are persons of Hispanic origin. Eighty-two percent of these Hispanics are of Puerto Rican descent. Moreover, the percentage of Puerto Ricans incarcerated in New York prisons has steadily increased. During the period of 1971 to 1977 there was an increase of 145%. Despite this increasing population among Hispanics in the correctional facilities, Hispanics continue to underutilize the services that would facilitate their re-entry into society.

The Hispanic inmate population has special characteristics and special needs. The educational level of the Hispanic inmate population is considerably lower than that of the inmate population overall. Of the entire inmate population in New York State correctional facilities, roughly 25% claimed to have completed a high school education. The Hispanic inmates claimed to have received high school diplomas in only 14% of the cases. A survey conducted by the DOCS indicated that the Hispanic inmate population evidences the greatest degree of need on indicators of academic disadvantage. Thirty-two percent of the Hispanic inmates in the study had never attended school beyond the 9th grade.

About 10% of incarcerated Hispanics speak only Spanish. An additional 20% are Spanish dominant, with varying levels of English proficiency.

Midgalia DeJesus Torres, Associate Professor of Sociology and Law at John Jay College of Criminal Justice in New York City, testified in the New York City hearings that the Hispanic inmate's experience is one of victimization by the correctional system (NYC, Vol. II, P. 432).

Petrita Hernandez-Rojas, Director of the the Educational Division of the New York State Department of Corrections, testified in New York City that she considers that the unique characteristics of the Hispanic inmate--language difficulties and low level of education, with a myriad of other problems of personal needs--place a heavy burden on the correctional system, which is a system ill equipped to turn around law-abiding citizens in any case. This burden is aggravated by the constant movement of inmates from one correctional facility to another (NYC, Vol. I, P. 626).

Richard Borda, Esquire, testified in Suffolk County about the difficulties presented to Hispanic families who need to travel to upstate facilities to maintain family ties. For example, 40,000 - 50,000 inmates are transferred every year. The average stay of an inmate in any facility is 4-5 months. In maximum security prisons, the entire inmate population moves every 2-3 years. Hispanic families often

cannot afford travel costs to visit relatives incarcerated far from home, and so family ties are weakened (p. 413).

Provisions in Agency for Servicing Hispanics

The Department of Correctional Services has the following programs to meet the needs of the Hispanic inmate: In the area of academic education there are bilingual education programs at 27 correctional facilities. There is a standardized bilingual education curriculum which stresses English as a Second Language, as well as native language instruction. A new Bilingual College Program was implemented at Green Haven, Tisville, Fishkill, and Sing Sing correctional facilities which offers 2 and 4 year degrees in Psychology, Political Science, Business Administration, and Criminology. DOCS has obtained a Federal grant to provide bilingual vocational instruction. Programs like "Dialogos Con Mi Gente," a positive self-image program for incarcerated women, and a Hispanic culture course are new attempts to serve Hispanics.

The Department of Correctional Services has requested funds to establish a Hispanic Inmate Needs Program at six correctional facilities with large non-English-speaking populations.

The Department of Correctional Services had a discretionary procurement activity and purchases of \$20,354,914 during the period September 1983 - August 1984, \$391,501 (1.92%) of which was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 29 illustrates the Hispanic representation in the Department of Corrections.

TABLE 29

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF CORRECTIONAL SERVICES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	130	2	1.54
Professionals	2,942	111	3.77
Technicians	150	1	0.67
Protective Service Workers	12,842	454	3.54
Para-Professionals	156	3	1.92
Office/Clericals	2,214	38	1.72
Skilled Craft • Workers	991	29	2.93
Service Maintenance	291	13	4.47
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	19,716	651	3.30

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF CORRECTIONAL SERVICES

Findings

- . Insufficient bilingual programs to meet the inmates basic daily needs.
- . There is excessive transfer of Hispanic inmates from one correctional institution to another.
- . Discrimination is still a factor affecting service delivery.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially, in policy-making and professional categories, is small.

Recommendations

- . Increase in bilingual programs, and in bilingual vocational instruction.
- . That a prison be built in New York City to facilitate family visits.
- . That standards with suitable levels be set for the provision of transfers in order to prevent disruption.
- . That literature in Spanish and more bicultural personnel be provided.
- . That minority businesses be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . That use of Hispanic business enterprises be increased.
- . That Hispanic representation in all categories be increased; emphasis must be directed toward augmenting the number of Hispanics in policy-making and professional categories.

COUNCIL ON THE ARTS

Agency Goals, Objectives and Functions

The Council on the Arts main objectives are to preserve, stimulate, and encourage the arts throughout the State. The central focus of this agency's activities is its program of grants-in-aid to non-profit cultural organizations. In addition, the Council provides funding for the New York Foundation for the Arts, which administers a revolving loan program for organizations awaiting grant awards; for affiliated service organizations which award fellowships to individual artists; and for the Arts-in-Education Program.

Of special interest to Hispanics is the Special Arts Services Program. The Council supports professional art activities within the minority communities to encourage the development of those activities that reflect, and are directed toward specific ethnic or cultural groups.

Relevance to Hispanic Community

Art encompasses different functions in society. The essence of a people is transmitted through art. At the same time, art is a business and a source of employment. For the Hispanic people, who historically have been viewed by the dominant group as inferior, art provides a source of pride, enrichment, and fulfillment.

But, as Felix Romero, a concerned citizen and a former consultant for the Connecticut Commission of the Arts, testified in New York City, critics and art investors have ignored the art forms of the Latino culture. Within our present environment, he said, we must:

"be able to preserve our art products for present and future audiences, our folklore, classical art, contemporary, experimental. To label our art forms, "expansion arts", "community art", "neighborhood art" is to limit its range, its significance value to all audiences. Our organizations are young and still very much in the process of becoming stable structures. The problems of limited funding, limited staffing and inadequate facilities have hampered our development" (Vol. III, p. 136).

Miluka Rivera, President of the Alliance of Latin Artists Society (ALAS), testified in New York City that it is especially important for Hispanic groups to struggle against inaccurate images of Hispanics in the arts and the media:

"The Alliance of Latin Artists Society want to help the American population broaden its awareness and appreciation of the contribution of Hispanics and other minorities of the artistic field...stereotyping of Hispanics has to be stopped. Our efforts have been unsuccessful. We are just taken for granted. For example, a network program had no representation of Hispanics and when we wrote to complain, their answer was that this was supposed to take place in a University in New York and that "minorities" were not suitable to do the theme or scenery. The Screen Actors Guild in a survey conducted in 1982 reported that Hispanic actors and actresses were hired less than 3% in television, film and full length features. On commercials it was 1% and the image was usually negative - as drug dealers, pimps, prostitutes and maids" (Vol. III, p. 307).

Kitty Carlisle Hart, Chairperson of the New York State Council of the Arts, testified in New York City that she could not provide exact percentages of funding for Hispanic groups. She also remarked that her notion of art being universal precludes an adequate assessment of Hispanic agencies that receive monies from the council (Vol. II, p. 347).

Nevertheless, the Council of the Arts has funded several major Hispanic groups, among them:

- INTAR (\$116,500)
- Puerto Rican Traveling Theatre (\$104,800)
- UARR (\$53,000)
- Association of Hispanic Arts (\$77,100)
- Friends of Puerto Rico (\$24,000)
- Ibero-American Action League (\$41,500)
- Ballet Hispanico (\$76,500)
- Spanish Theatre Repertory Company (\$23,000)
- Hispanic Organizations of Actors
- Museo Del Barrio
- Chicano Raza-Lower East Side
- Musica Hispana, and others

But given the size of the Hispanic population and the variety and number of Hispanic cultural organizations, one can well conclude that Hispanic artists and groups are underfunded. Out of a \$38 million budget, only approximately \$1 million has been awarded to recognized Hispanic organizations.

Provisions in Agency for Servicing Hispanics

The Council on the Arts reports that it has no agency literature available in Spanish. Brochures, forms, and signs

are exclusively in English. Cost was reported as the main reason for not having literature in Spanish.

Although there are no Spanish translators in the agency, several staff are fluent in the language. During the past year, no Hispanic cultural awareness courses were sponsored. Lack of time was given as the main difficulty in providing such courses.

During the year 1981-1982, assistance by telephone in Spanish regarding the Council's programs guidelines was offered. There were, however, no requests for this kind of assistance, and therefore, the service was discontinued. The provision of bicultural programs for Hispanics is considered costly by the agency.

The Council on the Arts had a total discretionary procurement activity and purchases of \$91,968 during the period September 1983-August 1984, of which \$4,423 (4.81%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 30 illustrates the Hispanic representation in the Council on the Arts agency.

TABLE 30

TOTAL WORK FORCE AND HISPANIC WORK FORCE
COUNCIL ON THE ARTS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	6	0	
Professionals	55	5	9.09
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	20	0	
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	82	5	6.10

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COUNCIL ON THE ARTS

Findings

- . Council on the Arts has not adequately addressed the need to foment Hispanic art activities and artists:
- . Less than 3% of all funding goes to Hispanic cultural organizations.
- . Funded organizations lack affirmative action plans.
- . No literature available in Spanish.
- . Limited representation of Hispanic business among discretionary procurement contracts.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories. Especially in policy making and professional categories.

Recommendations

- . Establish program to foment Hispanic art activities and artists:
- . Increase the percentage of funding for Hispanic cultural activities.
- . Integrate funding with affirmative action plans.
- . Providing all public literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase use of Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

CONSUMER PROTECTION BOARD

Agency Goals, Objectives and Functions

The State Consumer Protection Board acts as an advocate for the State's consumers, is responsible for investigating issues affecting consumer interests, and assisting in resolving consumer complaints. In addition, the Board initiates and encourages consumer education programs, as well as assisting local governments in developing consumer interests before Federal, State, and local administrative and regulatory agencies.

The Consumer Protection Board's functions are carried out through the bureaus of Consumer Advocacy and Utility Intervention.

Relevance to Hispanic Community

The Hispanic community is especially interested in consumer protection, as it has been demonstrated that the poor and immigrant groups are victimized to a higher degree in terms of price, quality, contracts, and general services than are others.

During the New York City public hearings, Assemblyman Jose Rivera indicated the necessity of having a "price watch" to deal with overpricing of basic commodities and durable goods sold in Hispanic communities (Vol. I, P. 451).

In Suffolk County, due to inadequate consumer protection services, La Union Hispanica, a non-profit organization, has had to provide assistance to Hispanics with consumer credit problems.

Provisions in Agency for Servicing Hispanics

The State Consumer Protection Board reported that 25% of its signs are in Spanish, as well as 75% of its brochures. One example is the pamphlet "Eat Smart". None of its forms have a Spanish version. Providing literature in Spanish is considered costly by the agency.

There are no Spanish translators on the staff of the agency, which could utilize one translator.

During the past year, no Hispanic cultural awareness courses were provided. Having qualified training personnel was cited as the major difficulty encountered in sponsoring such courses.

There is no program especially designed for Hispanic clientele. Lack of bicultural models was reported as the major difficulty in providing such services.

The State Consumer Protection Board spent \$19,738 in discretionary procurement activity and purchases during the period of September 1983 - August 1984, \$308 (1.56%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 31 illustrates the Hispanic representation in the State Consumer Board.

TABLE 31

TOTAL WORK FORCE AND HISPANIC WORK FORCE
CONSUMER PROTECTION BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials / Administrators	9	1	11.11
Professionals	16	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	2	0	
Office/Clericals	11	1	9.09
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	39	2	5.13

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

CONSUMER PROTECTION BOARD

Findings

- . The victimization rates among Hispanic consumers are higher than among the general population.
- . There is a need for special programs to alert Hispanics about consumer fraud, as well as preventive services and information.
- . Overpricing of basic commodities is a recurrent problem in Hispanic communities.
- . Consumer complaint forms are not available in Spanish for the one-fourth of the Hispanic population having difficulty with the English language.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . A consumer protection program must be directed to reach the Hispanic community
- . An educational program geared towards advising the Hispanic community about comparative shopping should be developed and implemented.
- . All public literature should be provided in Spanish; having bicultural service program, and bicultural personnel are signs that Hispanics are welcomed.
- . Minority businesses must be categories to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF CIVIL SERVICE

The Department of Civil Service is the central personnel management agency responsible for meeting the basic personnel needs of Executive Branch agencies and upholding the "merit and fitness" provisions of the State Constitution. As such, the Department's chief objectives are:

- 1) Recruiting and selecting qualified employees to staff State agencies;
- 2) Developing and maintaining statewide personnel and position information critical to the State's overall personnel management efforts;
- 3) Administering health, dental and life insurance programs;
- 4) Assisting local governments to administer local personnel systems and providing examinations for the use of local governments.
- 5) Promoting affirmative action efforts in State agencies and assisting localities in this regard.

Relevance to Hispanic Community

Probably no New York State agency has or will have a more important role in changing the status of Hispanics in all areas. Through its ability to control the number of Hispanics in the State workforce, the Department of Civil Service can help to improve their employment situation.

During the statewide public hearings, Civil Service was a point of contention. Although it was variously perceived as both a hinderance and as an opportunity, it was also seen

by those who testified in this regard as an agency that needs improvement. Some examples include, but are not limited to, the following:

Juan Padilla, a concerned citizen testifying in Rochester, asserted that

"we must convert the Civil Service System into a real point of entry into public employment for Hispanics; presently it is only a liability. If we want Hispanics in public government, he noted, Civil Service has to be eliminated or reformed, as the system is often an excuse for local government to do nothing about hiring Hispanics" (p. 137).

Damaso Seda, President of the Labor Council for Latin American Advancement, AFL-CIO, testifying in New York City, stated that examinations in Civil Service are used against Hispanics. Administering multiple choice examinations to unskilled workers for unskilled jobs discriminates against individuals who have low levels of education or no experience in taking multiple choice exams. Further, to charge a fee to take an examination is discriminatory to the poor and unemployed, many of whom are Hispanics (Vol. II, p. 305-319).

Evelyn Sanchez testifying in the Suffolk hearings presented her own personal experience as a State employee being discriminated against, and the lack of sensitivity of State agencies' personnel in handling her case, which is still pending after years of litigation.

Assemblyman Victor Robles, testifying in New York City, argued that State agencies must incorporate affirmative action as an integral part of public personnel policy and eliminate not only the vestiges of overt discrimination, but

also policies and practices that are fair in principle but discriminatory in effect. While New York State government has made some noteworthy gains since the inception of affirmative action, the plan has failed in the area of employment for Hispanics.

Monserate Fisher, a concerned citizen testifying in Suffolk County, has been a State employee for 10 years. Her experience and testimony confirm those offered above:

"Hispanics are not reluctant to take Civil Service exams, but I have seen how Civil Service lists are circumvented. You may see Hispanics on the list and the list may just log this for years so that Hispanics cannot be appointed" (p. 201).

Miguel Cruz, President of Creedmore Psychiatric Center, Local 406 of the Civil Service Employees Association, testified in New York City that Hispanics, and other minorities in New York City, are more successful in obtaining public employment under a competitive system than under an appointments system. He also noted that we must continue to improve Civil Service testing to eliminate cultural biases. Another problem lies in the lack of pay equity, Mr. Cruz contended that many jobs traditionally held by Blacks and other minorities have been ghettoized and are paid at artificially low levels. (Vol. III, p. 249).

Juan Ortiz, Commissioner of the New York City Department of Personnel, testified in New York City that one of the difficulties in employing Hispanics in the Civil Service is the complex nature of the process by which one obtains the Civil Service job (Vol. I, p. 66).

These statements are validated by the findings of a study conducted by the Center for Women in Government. It found that White male State workers are more likely to win promotions than their minority and female colleagues because they have access to other promotion routes than the traditional competitive exam. Alternative routes included transfers, provisional and temporary appointments and non-competitive exams (Times Union, February 27, 1985, Section B).

Angelo Falcon, Executive Director of the Institute of Puerto Rican Policy, Inc., concurred when he stated in the Albany hearings that:

"Latinos are the most underrepresented group in the State government workforce today... Except for Blacks, Latino State government workers have the highest concentration in the lower salary grades among the major social-ethnic groups. The existing State Affirmative Action mechanisms were not addressing the needs of the Latin community and new approaches would have to be developed (p. 213).

Assemblyman Jose Rivera, while testifying in New York City, also emphasized the lack of opportunity for Hispanics in New York State (Vol. I, p. 430). The underrepresentation of Hispanics in the State labor force was also cited by Amadeo Rebollal in Suffolk County (p. 260) and Luis Salgado in New York City (Vol. II, p.45).

William Reyes, of the Hispanic Coalition of New York State Workers, Division for Youth, testifying in New York City, stated that, "we have the talent, we have the education, we have the dedication and basically we are good

workers if we are given the opportunity" (Vol. III, p. 163). His views are beginning to be shared by the Department of Civil Services. The Department has embarked on efforts to remedy what it has recognized as an enormous underutilization of Hispanics in the State labor force. Commissioner Karen Burstein has recognized that the hiring of over 8,076 Hispanics would be necessary just to bring the Hispanic workforce to parity with other ethnic groups in the Civil Service.

Provisions in Agency for Servicing Hispanics

The Department of Civil Service and the Governor's Advisory Committee for Hispanic Affairs have embarked on monthly meetings to discuss potential strategies to remedy the underrepresentation of Hispanics in the State's labor force. Outreach efforts are being made to increase the numbers of Hispanic State employees. For example, this past Spring, the Protected Class Recruitment Program staff used community-based organizations, college campuses, Spanish language radio stations and press, and tours of mental health facilities in a targeted endeavor to augment the number of Hispanics taking the Mental Hygiene Therapy Aid examination. Exam instructions were provided in English and Spanish. Out of the 560 applicants recruited, 336 took the test, 137 passed, and 40 have been appointed so far. In other outreach, the Hispanic community has been urged to

participate in the Stenographer and Typist Training Programs, and the November Toll Collector examination has been printed in Spanish for the 198 applicants who requested it.

The New Mission Program, designed by Civil Service in 1976, provides agencies starting up new/innovative programs the flexibility of appointing staff on a permanent non-competitive basis for the first year. After the first year the position is reclassified to the competitive class, and the incumbent made permanent. The intent of the program is twofold: to allow State agencies to readily appoint qualified individuals to new positions for which there were no Civil Service lists, and to promote Affirmative Action efforts in the recruitment/placement of minority candidates.

About one fourth of the brochures and signs of the Department of Civil Service are available in Spanish, but none of its forms have been translated. Providing literature in Spanish proves to be costly for this agency.

As for Spanish translators, the Department hires per diem personnel as necessary. One full time translator could be utilized.

This agency did not sponsor Hispanic cultural awareness courses during the past year, cost was cited as the main obstacle to developing this type of training.

In the Department's Typist Training Programs, in Albany and New York City, students are offered the Civil Service

Stenographer or Typist tests during the program. This service is advertised in Spanish.

The Protected Class Recruitment Program staff uses community-based organizations, community and college campus events, Spanish language radio stations and press, and its Resume File to recruit for State positions.

The Department of Civil Service reported a total discretionary procurement activity and purchases of \$49,313 during the period of September 1983-August 1984, \$6,947 (14.09%) was utilized in minority business enterprises. Separate figures for Hispanics are not given.

Table 32 illustrates the Hispanic representation of the Department of Civil Service.

TABLE 32

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF CIVIL SERVICE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	39	1	2.56
Professionals	473	18	3.81
Technicians	22	0	
Protective Service Workers	0	0	
Para-Professionals	32	1	3.13
Office/Clericals	416	1	0.24
Skilled Craft Workers	10	0	
Service Maintenance	5	1	20.00
Unknown FOC	0	0	
TOTAL	997	22	2.21

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF CIVIL SERVICE

Findings

- . Civil Service has structural features that do not facilitate the entrance of Hispanics into the New York State labor force.
- . The current Affirmative Action Plan has certain features that are not beneficial to increasing Hispanic representation in the State labor force.
- . The replacement rate assigned to Hispanics will not increase the number of Hispanics significantly in the foreseeable future.
- . Civil Service has not adequately utilized its jurisdictional classifications (non-competitive class positions, Exemption and Provisional appointments, Temporary and 55B program) to increase the number of Hispanics.

Recommendations

- . Review and amend Civil Service regulations and procedures to remove features which are not beneficial to increasing Hispanic representation in the State labor force.
- . The Affirmative Action Plan can be adjusted by:
 - . Eliminating the use of current categorical labor pool for setting the base to hire Hispanics.
 - . Multiplying the categorical labor pool by a factor calculated by the total Hispanic population.
 - . Augmenting the New York, New Jersey and Connecticut labor pool by adding the Hispanic labor force of Puerto Rico.
- . The replacement rate's goal must be the immediate remediation of Hispanic underrepresentation in the State work force.
- . Aggressive utilization of jurisdictional classifications to immediately increase the number of Hispanic representation in the State labor work force.

- . The Civil Service Department has not fostered its "Special Appointments" category which allows for on the job training for appointees prior to permanent status.
- . Civil Service recruitment efforts have not reached the Hispanic community.
- . Examination fee found to be discriminatory to the poor and unemployed.
- . Increase utilization of this category in areas where Hispanic representation is low.
- . Intensive, comprehensive recruitment campaign through Hispanic associations, organizations, agencies, and Hispanic media.
- . Design a Hispanic Community Outreach Project. The Project design a strategy for targeted recruitment, including:
 - . targeted advertisement
 - . personnel recruitment
 - . development of a targeted organizational list
 - . cooperative efforts in the State agencies for specialized position recruitment
 - . establishment of intern and apprenticeship programs.
- . Develop a computerized resume bank which is cross-referred by skills and protected class status.
- . Elimination of examinations fees for all occupational categories that earn less than \$10,000.

- . Low scores and high level of failure among Hispanic applicants are indicative that Civil Service exams have cultural biases affecting Hispanics.
- . Small proportion of Spanish public literature.
- . Small percentage of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories.
- . Limited use of discretionary procurement contract funds among minority businesses.
- . Review and remove all cultural biases from Civil Service exams.
- . Provide training via workshops for augmenting skills, such as answering multiple choice questions.
- . Amend Civil Service and or any other state law to provide for extra credit points for any State employment applicant including a higher pay scale (at least one grade higher) for any person who is competent in any additional language (other than English) and whose special linguistic skills are required for the normal performance of his/her duties. One clear example would be those hired in "Spanish-speaking" parenthetical titles.
- . Providing all literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.
- . Categorize minority businesses to include Hispanic businesses in

order to facilitate
monitoring of dis-
cretionary procurement
contract funds to
Hispanic business.

- Increase use of Hispanic
business enterprises.

COUNCIL ON CHILDREN AND FAMILIES

Agency Goals, Objectives and Functions

The Council on Children and Families evaluates, coordinates, and monitors services to children and their families. This agency's main objectives are to improve and strengthen the organization and operations of health and social services delivery systems for clients. It identifies problems and deficiencies in existing service programs, makes recommendations to correct these conditions, and recommends improvements for coordinating the program and fiscal resources of State/local and public/voluntary services to children and their families. In addition, the Council reviews and resolves differences among the rules and regulations of each member agency, intervenes in cases when an appropriate agency placement has not been found for a child, and reviews the budgets of member agencies to evaluate the funding of children's services in the State.

Relevance to Hispanic Community

Four out of ten Hispanics are under 19 years of age. This young population, with its high rate of school drop-outs, high incidence of drug addiction, high pregnancy rates, and high rate living in poor, single-parent households, needs an appropriate child welfare system.

As Carmen del Valle Kraus, a social worker testifying in Buffalo, pointed out, "young Hispanic women have high pregnancy rates and we all know the consequence of children having children: more babies born with birth defects or dangerous low birth weight, young women losing the opportunity to finish school or pursue employment" (pp. 250-251).

Ms. del Valle Kraus also pointed to the inadequacy of the system to serve Hispanics. One of her examples concerned three children, ages 3-5-7, placed after a report was made to the Child Abuse Hotline. The two girls were placed in a home in Boston Hills, and the boy was placed in a home in East Aurora. The girls spoke very little English, and neither of the foster parents spoke Spanish. No attempt was made to maintain the children in their own environment, even though an aunt and a grandmother were available to keep the children.

Dexter Martinez, an associate with the Neighborhood Action Project, stated during the Rochester public hearings that he is worried about the incidence of child abuse within the Puerto Rican community, which he attributes to the stressful situation of parents being unable to cope with such different environmental influences (P. 448).

Provisions in Agency for Hispanics

The Council on Children and Families does not have any particular provisions for children and families of ethnic groups.

Table 33 shows the Hispanic representation in the agency.

TABLE 33

TOTAL WORK FORCE AND HISPANIC WORK FORCE
COUNCIL ON CHILDREN AND FAMILIES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	6	0	
Professionals	34	0	
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	9	1	11.11
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	50	1	2.00

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COUNCIL ON CHILDREN AND FAMILIES

Findings

- . The Council has not successfully improved the quality of services provided to Hispanic children. Problems affecting Hispanic children, such as the high pregnancy rate among teenagers, child abuse, high school drop-out rate, drug-related problems, and sexual abuse, have reached epidemic proportions and no solutions have been given.
- . The Council has not successfully addressed the problem of children being placed in inappropriate cultural placements.
- . The Council has not appropriately dealt with the problem of Hispanic children assuming inappropriate roles, such as translators for relatives.
- . The Council has not adequately addressed the issue of the poverty of Hispanic children.
- . The issue of discrimination in the delivery of child care services has not been addressed by the Council.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Create a permanent subcommission on Hispanic children and families. This subcommission should assign task forces to study and recommend solutions to the different problems affecting Hispanic children and their families.
- . Invoke penalties such as fines, revoking of contracts, and denial of operating certificates for agencies that make inappropriate cultural placements.
- . Invoke penalties for agencies that allow Hispanic children to be used in inappropriate roles.
- . Increase advocacy for poor children
- . Providing all public literature in Spanish Bicultural service programs, and bicultural personnel should also be provided.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF SOCIAL SERVICES

Agency Goals, Objectives and Functions

The goal of the State Department of Social Services is to ensure that dependent or disabled persons receive financial and medical assistance, or other supportive services necessary to achieve the greatest amount of independence possible.

The Department's responsibilities are primarily administrative, such as establishing programs, setting policies and regulations and implementing State and Federal mandates. The 58 county departments of social services directly provide services to clients.

The Department supervises locally administered income maintenance programs (Aid to Families with Dependent Children and Home Relief), Medicaid, food stamps, and social services programs to help elderly disabled adults in the community or in supported living arrangements, to prevent crisis and/or protect families and children in crisis. It also operates the State Central Register for Child Abuse and Maltreatment, as well as administers services to the blind, a service to help locate parents for support of minor children, and adjudicates medical eligibility for the State's disabled population under the Social Security Act.

Relevance to Hispanic Community

Poverty and its concomitant difficulties oblige at least one third of the Hispanic population to rely upon some type of social service. For example, a 1982 study showed that 97,705 Hispanic families in New York State received financial assistance under Aid to Families with Dependent Children (New York State Department of Social Services, p. 9).

In 1981, of 38,399 children who were in foster care, 5,370, or 14%, were Hispanic (Fanshel Report, 1982).

Another study showed that on an average night in 1983, 1,014 Hispanic families and 1,442 Hispanic single individuals spent the night in a shelter for the homeless (New York State Department of Social Services).

David Lopez, Chairman of the Association of the Puerto Rican Human Service Agencies believes that "...the extreme depth of poverty cannot continue to be ignored by society" (NYC Vol. I, p. 662). Sylvia Press, Executive Director of the Hispanic Counseling Center in Hempstead, testifying in Nassau County, stated the need and explained why.

"Hispanics in Hempstead are faced with the stresses of adjustment to a new culture and language, poor housing, unemployment and underemployment, educational limitations, difficulties in obtaining medical care and often unfriendly environment" (p. 119).

Gladys Santiago, Director of Ibero Human Services of Rochester argues that:

"The Hispanic community of Rochester faces serious problems. Our agency has only been able to scratch the tip of the iceberg; we need help desperately. The county has made serious efforts in providing services to

the Hispanic community; however, it is not sufficient. There is a need for comprehensive and quality services. We cannot render services with limited staff and limited financial assistance" (Written Testimony, p. 2).

Hispanic professionals in the social services field pointed to the need for services that take into consideration the cultural differences of ethnic groups. For example, Luz Martinez, Executive Director of the Spanish Action Coalition of Rochester stated that,

"There is a critical need for an informed organized advocate presence to lobby for programs and services, and also to interpret cultural differences, like different views on discipline, which might be seen as child abuse" (Suffolk, p. 362).

Carmen Morales, CSW, Vice President Puerto Rican and Hispanic Social Workers of Long Island, spoke of the insensitivity to the language issue shown by many social social services organizations on Long Island, which often expect clients to bring their own interpreters. She noted:

"It is common for intake workers to get most of their information by utilizing whom ever is available to serve as an interpreter. No matter who that might be. There is no concern for the confidentiality that these individuals may require" (Suffolk, p. 287).

The State Social Services' Commissioner, Cesar Perales, also pointed to the need for translators in agencies and informed that he had issued the following directive:

"It is the responsibility of local districts to make arrangements to provide translators for individuals who are not fluent in English. No person shall be denied access to services based on a district's inability to provide adequate translation" (Albany, p. 16).

Jose Fernandez, CSW, Executive Director of La Union Hispanica, also views the issue of language as crucial:

"As Executive Director of a fully bilingual/bicultural human services agency in the county of Suffolk, I want to make known the importance of this type of agency to our community. Family health education programs, teenage pregnancy programs, adolescent educational exploration programs, nutrition programs for the elderly, and health education are needed but we do not have the political power to bring State funds into our agency" (Suffolk, p. 203).

Carlos Cruz, a lawyer in Suffolk County, also views services for Hispanics in that county as inadequate and cited the need for "a Hispanic centralized multi-service agency" (p. 193).

Wilson Morales, Chairman of the Spanish Community Progress Foundation, stated that Yonkers' statistics on Hispanics show that this group has the highest unemployment, the worst poverty level in all Westchester.

"The insufficient number of state social services available to this group requires them to seek services from us. In spite of our good effort to serve, our budget is insufficient to cover all needs" (Westchester, p. 55).

Alicia Augello, Coordinator of the Hispanic Task Force of the National Organization for Women-Buffalo Chapter, noted during the Buffalo public hearings that Hispanic women in Buffalo desperately need education and training programs and affordable day care programs (Written Testimony, p. 3).

Others, such as Irma Rivera, President of Suffolk Technical School, cited fruitless efforts to get social service agencies to increase the number of their Hispanic personnel (Suffolk, p. 330).

Mrs. "R", a client of the Hispanic Counseling Center, testifying in Spanish in Nassau County stated that upon her release from a mental health facility, she was unable to find any support system due to her language difficulty, until she heard about The Hispanic Counseling Center. Clearly, lack of sufficient numbers of Spanish-speaking personnel prevents many poor Hispanics from receiving the social services they desperately need.

The rates of "out of wedlock" births, and teenage pregnancy among Puerto Rican women, have increased alarmingly. The need for preventing programs for this group cannot be overestimated, as well as for parenting education for unexperienced mothers. There is a need for programs that properly involve the family and the Hispanic community.

Rosa Calderon, from the Yonkers Youth Connection, explains that their comprehensive programs for adolescents and families is inundated with referrals of Hispanic teenagers (Westchester, p. 6). The need for parenting education for teenage mothers was emphasized by Carmen del Valle-Kraus, who spoke on behalf of services for young Hispanic women (Buffalo, p. 250-251).

Norma Stanton, Executive Director of the Hispanic Women's Center emphasized the need for Hispanic teenage mothers to have:

"supportive services such as WIC program, day care, parenting courses, counseling and treatment and preventive services" (NYC, Vol. II, p. 127).

In addition, children's services such as foster care were extensively criticized. Carmen del Valle-Kraus spoke about the lack of bilingual/bicultural foster homes (Buffalo, p. 250-251).

Another important service the Department of Social Services is responsible for is the provision of services to legal refugees, namely cash and medical assistance, and a variety of social services geared to help refugees adapt to life in the United States, such as employment training, job placement, and counseling.

The Department aids an estimated 33,000 Asian, and 20,000 Cuban and Haitian entrants living in New York State. Although a sizable amount of Central American may have fled civil strife and entered the United States illegally, they have not received refugee status in this country. It is estimated that over 100,000 undocumented Central Americans live in the New York City metropolitan area, their access to services is extremely limited. Some of these undocumented aliens are being helped by community organizations, usually religious agencies, which have taken as their responsibility the advocacy, legal representation, and psychological support, as well as the provision of basic needs such as food and shelter.

The need for services of undocumented refugee aliens was discussed by Dr. Karen Shaw Kerpen, from the Central American Refugee Center. Dr. Kerpen states that the thousands of

Central American refugees can no longer be ignored. These refugees come looking for sanctuary because of the political turmoil in their countries. They lack leaders, teachers, housing, employment, health services and education for their young (Nassau p. 199).

Jose Azar, Executive Director of CARECEN contends that these refugees comprise a community within a community which need services (Nassau p. 233).

Provisions in Agency for Servicing Hispanics

The Department of Social Services provides outreach in Spanish to the Hispanic community through the services of a professional Spanish translator and with the help of a translating contract with the National Puerto Rican Forum. More than 20 department brochures and six public service announcements were produced in Spanish for statewide radio last year. Department programs such as Medicaid, Commission for the Blind and Visually Handicapped, Child Support, HEAP and Social Security Disability provide client forms, notices and program plans in Spanish, in addition to public information brochures and posters.

In addition, 11,000 pages of written material have been translated into Spanish. Approximately 25 percent of those written translations were done at the request of county departments of social services. During the past year, the

Department also translated over 100 telephone inquiries. The telephone calls were in response to questions from Hispanics about department programs, policies or procedures.

Extensive local district affirmative action training was begun in 1984. Although the training was not designed to deal with a particular ethnic or racial group, it was intended to raise the consciousness of the local district personnel in their recruitment efforts, in their contact with clients, and in their relationships with all protected class members. In November and December 1984, 22 counties received training. Additional sessions have been, and will continue to be held in 1985.

The legal responsibilities of the local districts to provide a bias-free environment was emphasized during the training, and a considerable portion of time was spent on cultural differences, sensitivity concerns and the problems of stereotyping. In the section on sensitivity, participants dealt with bias and prejudiced behavior, and how these affect outlook and attitude towards individuals different than oneself. Management and communication skills were also stressed, as well as how to identify and prevent stereotyping and sexual harassment. Roughly 120 Department employees received training, bringing the total number of employees trained in affirmative action to 420.

A grant process training program was organized for Minority Community-Based Organizations (MCBOs). The forum

drew many of the major minority organizations from the western tier cities of Buffalo, Rochester, Utica and Schenectady. (The number of Hispanic MCBO was not provided.) Several areas in the State have been identified as being proven most beneficial to the community and the local districts to facilitate the delivery of direct services by MCBOs, in particular Monroe, Onondaga, Suffolk and Brooklyn.

The Department also subcontracted with the Committee for Hispanic Children and Families for 18 days of training. The Committee for Hispanic Children and Families provided training for child welfare caseworkers regarding permanency planning for Hispanic children and families.

A contract with Boricua College in New York City promotes the Department's affirmative action by providing an academic degree program supplemented by seminars on special issues. This project trains human services workers to be more responsive to the needs of the Hispanic client population served by the city, State and voluntary agencies, to upgrade their skills in dealing with service provisions, and issues related to the Child Welfare Reform Act.

Another Boricua College contract provides college credit-bearing caseworker training for bilingual employees of the Human Resources Administration.

Hispanic and non-Hispanic contractors supply considerable training for State and local social services

employees, as well as private agency caseworkers, supervisors and staff. (The number of Hispanic contractors is not identified.) New York City personnel are being trained to deal more effectively with Hispanic clients by eliciting vital information and records, understanding client needs, overcoming resistances, understanding cultural, language and background barriers, and preparing appropriate entitlement forms in the various program areas. Emphasis in all projects is placed on increasing communication and knowledge, as well as building awareness of the distinctive cultural characteristics of the Hispanic community.

The Department has awarded numerous contracts to Hispanic organizations, and to organizations who service Hispanics.

Various homeless housing projects provide housing for single adults, homeless families and youth from areas of heavy Hispanic concentration, as well as for Hispanic women who are re-entering the community from incarceration. Technical assistance has also been provided to Hispanic organizations who are providing housing and social services to homeless individuals.

With the assistance of two community-based organizations, and clergy from various religious denominations, the Department funded innovative projects in Brooklyn and Buffalo to find adoptive homes for 100 Hispanic and Black children. The emphasis of the projects is on

working at the community level to build a strong sense of personal and collective responsibility for minority children in need of permanent homes.

Programs funded by the Department of Social Services in Hispanic organizations are as follow:

- Institute for Puerto Rican/Hispanic Elderly (\$40,000) - services for the elderly
- Puerto Rican Family Institute (\$30,000) - services for children
- Progress (\$50,000)
- Teen Information Peer Services (\$48,000) - services for teenage pregnancy
- Friendship House (\$70,000) - services for teenage pregnancy
- Circulo de la Hispanidad (\$60,000) - services for domestic violence

Grant awards made to organizations that impact Hispanic communities are as follow:

- Youth Action Homes, Inc. (\$1,213,000)
- Lower East Side Coalition for Housing (\$1,642,000)
- Cooper Square (\$700,000)
- NYC-1325 Lafayette Avenue (\$1,050,000)
- NYC-1670 Longfellow Avenue (\$1,550,000)
- Arawak Consulting Corp. (\$60,000)

The Department employs the following personnel with a parenthetic of "Spanish-speaking" on these job titles:

- 3 Senior Social Services Management Specialists
- 2 Social Services Management Trainees
- 1 Clerk
- 3 Food Stamps Information Aides
- 1 Energy Assistance Review Supervisor
- 1 Stenographer
- 33 Social Services Disability Analyst 1

- 1 Social Services Disability Analyst Trainee 2
- 8 Social Services Assistants
- 3 Child Protective Service Specialists
- 1 Social Services Program Specialist
- 1 Vocational Rehabilitation Counselor

In addition, there are Spanish-speaking employees in two Department offices which provide direct client services. The Office of Fair Hearings has three Spanish-speaking attorneys who handle administrative hearings, and the Commission for the Blind and Visually Handicapped employs a Spanish-speaking counselor.

Total discretionary procurement activity and purchases were \$950,442 during the period of September 1983 - August 1984, of which \$58,354 (6.14%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 34 illustrates the Hispanic representation in the Department of Social Services.

TABLE 34

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF SOCIAL SERVICES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	164	9	5.49
Professionals	2,984	113	3.79
Technicians	199	7	3.52
Protective Service Workers	0	0	
Para-Professionals	71	2	2.82
Office/Clericals	1,527	62	4.06
Skilled Craft Workers	0	0	
Service Maintenance	17	1	5.88
Unknown FOC	0	0	
TOTAL	4,962	194	3.91

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF SOCIAL SERVICES

Findings

- . Programs are alleviating but not solving problems affecting Hispanics.

- . Current service plans of the Department are not monitored to assure proper development of goals and objectives, and to ensure that these goals and objectives are effective in servicing the Hispanic clientele.

- . Hispanics in need of services are not being reached.

- . Income maintenance program grants are too low.

- . In-kind services are not reaching Hispanics. e.g., food-stamps, rent, supplements, medicaid.

Recommendations

- . The New York State Department of Social Services must monitor agencies responsible for the provision of services to the Hispanic community. Assessment of service needs of the Hispanic community must be made, including assessment of staffing patterns, and program design. Programs must be developed to address the critical needs of Hispanics in foster care, prevention, daycare, adult services, services to children, and various key service areas of the DSS which currently are not accessible to Hispanics.

- . Monitoring mechanics of service plans must be improved to assure proper utilization of service plan.

- . The Department must utilize and evaluate different types of service models to determine effectiveness within Hispanic communities.

- . Increase income maintenance program plans.

- . Campaigns to inform Hispanics regarding in-kind services must be expanded to include communities statewide.

- . Disproportionate number of Hispanic families and individuals are homeless.
- . Increase rent allocations to prevent the increase of homelessness among Hispanics.
- . Hispanics on public assistance cannot find affordable housing.
- . That the Department conduct a study to determine how best to leverage public funds and activities to provide housing to public assistance recipients which meet reasonable, minimum standards.
- . Rent allocations are too low.
- . Develop and fund programs for Hispanic displaced homemakers.
- . Hispanic displaced homemakers are not being serviced.
- . Preventive services for teenagers must be augmented to include birth control information, as well as family planning, training and job placement.
- . Teenage pregnancy is a problem in Hispanic community.
- . Develop and fund programs for Hispanic teenage fathers.
- . Programs for Hispanic teenage fathers are almost non-existent.
- . DSS must study and implement alternative housing for unwed teenage mothers and mothers-to-be.
- . Limited housing alternatives for unwed teenage mothers and mothers-to-be.
- . Increase family and children programs to Hispanics.
- . Family and children programs such as day-care, adoption, foster care, and child abuse are not sufficient and still do not take into consideration cultural idiosyncracies and language barriers, which prevent services from being effective.
- . The Department must allocate monies to Hispanic community organizations so that service delivery can encompass culturally oriented aspects.
- . Foster Care services continue to place children in foster homes outside of their communities and do not take into consideration their cultural background.
- . Increase use of Hispanic foster homes.
- . Fund Hispanic community-based group homes.

- . Adult Services still do not reach sufficient Hispanics, and lack bilingual/bicultural personnel e.g., Home Attendant Program.
- . Aliens escaping civil strife in their country are entering the State in increasing numbers and not receiving needed services.
- . Utilization patterns of Hispanics could not be determined as data collected are not disaggregated by ethnic groups.
- . Input by the Hispanic community in service delivery is almost non-existent.
- . Discrimination is still a factor affecting service delivery.
- . Limited use of discretionary procurement contract funds among minority enterprises.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories.
- . Develop adult services for Hispanic clientele which include bicultural components.
- . Provision of benefits and services to undocumented aliens.
- . Data must be recorded according to ethnicity to facilitate monitoring.
- . The Department must mandate that all State, county and local service agencies include Hispanic representation in geographical areas where there are large concentrations of Hispanics.
- . Providing all public literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanic as a separate item in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business enterprises.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

COMMISSION ON QUALITY OF CARE FOR THE MENTALLY DISABLED

Agency Goals, Objectives and Functions

The Commission on Quality Care for the Mentally Disabled provides independent oversight and review of the operations of State and non-State programs serving the mentally ill, the mentally retarded, and the developmentally disabled, as well as those involved in alcohol and substance abuses. Its goals are to ensure that the level of service provided to the mentally disabled is at a uniformly high standard; advise the Governor and the Legislature on the management of the State's mental hygiene system; investigate complaints, including allegations of patient abuse or mistreatment; review all deaths and, where appropriate, conduct full investigations; and provide support services to Boards of Visitors of State psychiatric and developmental centers.

Relevance to Hispanic Community

The Commission on Quality of Care for the Mentally Disabled is conceivably the mental health agency that could do the most to change the type of care the Hispanic disabled receives. Quality care implies taking into consideration the cultural patterns of the groups served, and their proficiency in the language in which the service is delivered. The best psychiatrist in the world, as well as the latest technical

apparatus are wasted if there is no real understanding of the patient. This concept is shared by Hispanic professionals, as was evident during the public hearings.

Dr. Jaime Inclan believes that the cornerstone to improve the quality of mental health services to the Hispanic disabled is to support the notion of bilingual/bicultural programs as the authentic mechanism for the delivery of mental health care to Hispanics (NYC, Vol. III, p. 231).

Paul Ruiz-Solomon, Chairperson of the Board of Directors of the Hispanic Counseling Center, Inc., noted that the issue of quality care for the Hispanic mentally disabled becomes critical if cost and funds are to be shifted to the local level.

"We do not wish that this decision be left to the local government without complete assurance that mechanisms will be in place to insure and promote equal availability and access to the full range of mental health services" (Nassau, p. 88).

Provisions for Servicing Hispanics

The Commission initiated a Hispanic Advocacy Project which, during its first year, worked on four areas: identification of Hispanic generic provider agencies; formulation of a list of available agencies; development of printed and media material on the educational rights of developmentally disabled individuals; and sponsorship of a conference on the needs of Hispanic developmentally disabled individuals.

The Commission on Quality of Care for the Disabled had a discretionary procurement activity and purchase of \$1,571 during the period of September 1983-1984. No minority business enterprise contracts were reported. Separate figures for Hispanics are not given.

Table 35 illustrates the Hispanic representation in the Commission on Quality of Care for the Disabled.

TABLE 35

TOTAL WORK FORCE AND HISPANIC WORK FORCE
COMMISSION ON QUALITY OF CARE FOR THE MENTALLY DISABLED

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	11	0	
Professionals	23	1	4.35
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	20	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>57</u>	<u>1</u>	<u>1.75</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COMMISSION ON QUALITY OF CARE FOR THE MENTALLY DISABLED

Findings

- . The general quality of care for the Hispanic mentally disabled needs to be improved.
- . Delivery of services to the Hispanic mentally disabled needs bilingual/bicultural models in order to improve its effectiveness.
- . Discrimination is still a factor affecting service delivery.
- . There is limited use of discretionary procurement contract funds among minority enterprises.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Develop mechanisms to ensure that patient's cultural patterns are taken into consideration, especially when these patterns impact on treatment modalities.
- . Design complaint procedures for individuals with difficulties with English; provide bilingual/bicultural staff.
- . Provide all public literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

OFFICE OF MENTAL HEALTH

Agency Goals, Objectives and Functions

The Office of Mental Health is charged by statute and regulation with ensuring the availability of high quality cost-effective mental health services for residents of the State. This responsibility is carried out through State-operated in-patient and out-patient programs for adults, children, youth, and forensic patients; funding support for community-based mental health services provided by local governments, hospitals, and voluntary agencies; and planning, quality assurance, and financial oversight of mental health programs.

Relevance to Hispanic Community

Research has demonstrated that there is a relationship between low socio-economic status, migration and mental illness. Therefore, the Hispanic community is a population at risk. A New York City study has shown that the rate of psychiatric symptoms is higher for Puerto Ricans than for the total population. The New York State Office of Mental Health's "Patient Characteristic Survey" of 1981 showed that 16% of the psychiatric population in New York City is Hispanic. In 1981, of all patients treated in municipal hospitals emergency rooms 21.8% were Hispanic, and in the voluntary hospitals 16.2% were Hispanic. Twenty-seven

percent of all patients served in outpatient psychiatric services were Hispanic.

During the hearings, many professionals and activists expressed concern about the amount and quality of mental health service delivered to Hispanics. Dr. Jaime Inclan, representing the Association of Hispanic Mental Health Professionals, stated during the New York City public hearings that:

"mental health needs of Puerto Ricans are not being met by traditional institutions. Hispanics underutilize services because there are many structural barriers between them and the mental hygiene delivery system establishments" (Vol. III, p. 38).

Among obstacles cited are geographical inaccessibility of services, discrimination, confusion caused by the language barrier and programs, traditional and middle class orientation to treatment. Other factors include psycho-cultural distance between patients and clinicians due to the latter's unfamiliarity with Hispanic culture. Cultural and linguistic consonance between providers and consumers of services is essential for effective care.

"Hispanics view mental illness as a stigma, so that psychological complaints are avoided. Patients, instead, complain of multiple somatic problems and view emotional problems as a somatic disorder. Treatments that are part of folk healing practices are customarily sorted out. Formal institutions are shunned in favor of smaller family and community support programs" (J. Inclan, Written Testimony, pp. 1-2).

Dr. Paul Irizarry, President of Adelante of Suffolk County and Deputy Director of Administration at Pilgrim Psychiatric Center, believes that Hispanics who are

utilizing services are disillusioned and disheartened by the caliber of the treatment in services which are being provided. The need for an updated in-depth body of knowledge is imperative (Suffolk, p. 102).

Ana Rosario, of the South Brookhaven Health Council, stated, during the Suffolk County public hearings that:

"another thing that we need is doctors for mental health, because you see people coming in, Spanish-speaking people with so many problems" (p. 172).

Gladys Santiago, Ibero Social Services, testified in Rochester that:

"The Hispanic community in Rochester suffers from a lack of adequate mental health services. Due to many stresses that our community encounters on a daily basis, such as unemployment, low economic standards, poor housing, family crisis, these problems take a toll on the community. These problems manifest themselves as depression, alcoholism, chemical dependance and family violence. We need mental health services that are provided in our native tongue and sensitive to our community and culture to maintain a healthy perspective on our lives" (p. 378).

Luis Zayas, Columbia School of Social Work, testified in Westchester that:

"I am alarmed by the gaps in the provision of services to Hispanic children and families... Health provider staffs often time lack knowledge or appreciation for the norms of Hispanic culture through which the services should be provided. When a culturally variant behavior is not understood by these health and mental health professionals, the shorter course is to label their behavior as pathological or deviant. This becomes easier than trying to understand the behavior within the context of the culture or even to turn inwards to themselves to inspect their own biases and stereotypes" (p. 179).

Perhaps the most telling account of the inadequate services Hispanic receive from the mental health field

appeared in an article in the Rockland Journal-News, December 31, 1984 entitled, "Spanish-Speaking Psychiatric Patients Don't Have Many Visitors." The article noted that while the Rockland Psychiatric Center has 1,374 patients and 300 volunteers who regularly visit patients, very few can communicate with the Spanish speaking. The columnist related:

"The shortage of Spanish-speaking staff...once lead the hospital to rely on a dog to give patients some companionship..."The patients loved it," Mrs. Lynn said. "They could say something to the dog in their own language and it would respond."

In testimony given in Albany, Commissioner Steven E. Katz indicated some difficulties his Division is confronting in serving the Hispanic population.

"We have found that after initial contact, the drop-out rate is very high for the minority population. The language barriers are certainly issues. Services to Hispanics have to be relevant, appropriate and in many cases unique to the population" (p. 425).

Provisions in Agency for Servicing Hispanics

The Office of Mental Health has all of its literature and signs available in Spanish, which has proven to be costly. No official Spanish translators work in the agency; an unknown number are needed. No Hispanic cultural awareness courses were sponsored by the agency during the past year. Cost was cited as a major reason.

The Office of Mental Health currently has two programs for Hispanic clientele, one at Gouverneur Hospital and one at the Fordham-Tremont Mental Health Center. Cost was again cited as the main problem in providing additional programs.

Spanish-speaking parenthetics employed by this agency include:

- 15 Psychiatric Social Workers 1
- 18 Psychiatric Social Workers 2
- 4 Psychologists 1
- 10 Psychologists 2
- 7 Associate Psychologists
- 1 Psychiatric Social Workers Assistant 2
- 8 Psychiatric Social Worker Assistants 3
- 1 Rehabilitation Counselor
- 1 Rehabilitation Assistant 2
- 6 Recreational Therapy Specialists
- 1 Recreational Therapy Aid
- 3 Mental Hygiene Therapy Aids
- 6 Mental Hygiene Therapy Aid Trainees
- 1 Coordinator of Voluntary Services
- 2 Teachers 4
- 3 Security Hospital Treatment Assistants

The Department of Mental Health had a total discretionary procurement activity and purchases of \$15,958,170 during the period of September 1983-August 1984, of which \$254,783 (1.60%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

This agency reported a total of \$19,455,545 in capital construction contracts during the same period, of which \$3,459,826 (17.78%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 36 illustrates the Hispanic representation in the Office of Mental Health.

TABLE 36

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF MENTAL HEALTH

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	511	8	1.57
Professionals	10,721	227	2.12
Technicians	1,147	35	3.05
Protective Service Workers	1,085	58	5.35
Para-Professionals	14,162	666	4.70
Office/Clericals	3,318	111	3.35
Skilled Craft Workers	1,506	86	5.71
Service Maintenance	5,332	497	9.32
Unknown FOC	14	2	14.29
TOTAL	37,796	1,690	4.47

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF MENTAL HEALTH

Findings

- . Hispanics tend to be more vulnerable to mental illness because of the stress associated with economically disadvantaged position and strain of migration such as the need to learn a new language, changes in the family and other acculturation problems. Hispanics are a population "at risk" concerning all aspects of mental health.
- . Hispanic underutilize outpatient psychiatric services because policies and procedures and traditional clinical approaches.
- . Hispanics have a high utilization of crisis oriented services.
- . Hispanics are over-represented in inpatient psychiatric services. Often diagnosis is based on assessment procedures developed for the Anglo population which have no demonstrated validity or applicability for Hispanic patients, therefore, increasing the probabilities of misdiagnosis.

Recommendations

- . Designations of the Hispanic population as a high priority in the mental health delivery system.
- . Abolishment of institutional barriers, in the forms of policies and procedures which discourage utilization of services.
- . Development of culturally relevant programs staff with bilingual/bicultural personnel.
- . Adaptation of diagnosis and treatment techniques tailored to Hispanic cultural value orientations.
- . Sponsor a program bill to amend the mental Hygiene Law, Sections 9.13, 9.27, 9.37, 9.39, 9.41, 9.43 and 9.45 to 9.37, 9.39, 9.41, 9.43 and 9.45 to read "each physician shall be proficient in the patient's

commonly spoken language or be provided with a certified translator who has received basic training of psychopathology, and interviewing techniques.

- . Mental health facilities lack bilingual/bicultural trained professional and non-professional personnel.
- . Creation of a Hispanic inpatient psychiatric unit, fully staffed with bilingual/bicultural personnel as a demonstration project, for the purpose of improving the quality of care and cost effectiveness by reducing the average length of stay for Hispanic patients.
- . Concerted efforts must be done to recruit Hispanic from all mental health professions and eliminate discriminatory hiring practices.
- . Effective affirmative actions in the recruitment of Hispanic students in psychiatry, psychology, social work, nursing and occupational therapy to substantially increase the pool of Hispanic trained personnel.
- . Lack of institutionalized cultural sensitivity training to non-Hispanic mental health professionals.
- . Establish and support training programs of Hispanic culture to non-Hispanic administrators and clinicians to become fully aware of the psycho-cultural variables in program development and clinical treatment.

- . Hospitals and clinics are not geographically accessible to Hispanic communities.
- . Mental health agencies believe that Hispanic patients should be treated in regular psychiatric programs - (mainstream approach).
- . Serious underrepresentation of Hispanic professional categories. Similarly, there is a small proportion of Hispanic personnel in other categories in the labor force of the Office of Mental Health. Currently, there is not one professional as a Director of a State psychiatric facility in the entire State of New York.
- . Severe lack of representation of Hispanics in the Board of Visitors of each State psychiatric center.
- . Limited use of discretionary procurement contract funds among minority businesses.
- . Establishment of mental health clinics in Hispanic communities e.g. storefront clinic models should be encouraged.
- . Funding of additional specialized mental health programs for Hispanics, such as the Roberto Clemente Clinic and Fordham/Tremont Demonstration Project.
- . Increase Hispanic professionals in high level of policy-making decisions in the Albany and New York City offices.
- . Appointments of Hispanics as directors of State psychiatric centers, particularly in New York City, where there is a higher concentration of Hispanics.
- . Recruitment and appointment of Hispanics to State Psychiatric centers' Board of Visitors where there is a high number of Hispanic patients.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate monitoring of dis-

cretionary procurement
contract funds to
Hispanic business.

- . Increase us of Hispanic
business enterprises.

DIVISION OF SUBSTANCE ABUSE SERVICES

Agency Goals, Objectives and Functions

The Division of Substance Abuse Services' goal is to reduce the personal and social costs associated with substance abuse by providing effective alternatives as well as effective prevention, treatment and rehabilitation services to many thousands of chemically-dependent individuals, and to persons "at risk" of becoming dependent.

The Division of Substance Abuse Services is responsible for planning, developing, administering, funding and regulating a comprehensive statewide network of substance abuse programs. The service delivery network, financed with a combination of Federal, State, local, and private resources, consists of two major elements: community-based treatment and rehabilitation services, and prevention services that are both school- and community-based.

The Division is also responsible for monitoring substance abuse trends and levels in the State, for promoting public awareness of the substance abuse problem and citizen involvement in education and prevention efforts, as well as for research into the physical and psychological effects of substance abuse.

Relevance to Hispanic Community

The Division is of particular significance to the Hispanic community in New York State. While Hispanics comprise approximately 9.5% of the New York State population, they represent about 20% of the narcotic abusers in the State, and about 21% of the admissions to substance abuse treatment programs. There is no question that the drug problem has serious implications for the Hispanic community.

Heroin is overwhelmingly the primary drug of abuse among Hispanics admitted to treatment. Of the nearly 8,000 Hispanics entering treatment in New York City, 82% reported heroin as their primary drug of abuse, as compared to 68% of non-Hispanic admissions. Other leading drugs of abuse include cocaine, cited by 15% of Hispanics entering treatment, and marijuana, 8%.

The pattern is similar among Hispanics admitted to treatment in programs outside the City. Fifty-two percent of Hispanics report heroin as their primary drug of abuse, as compared to 28% among non-Hispanics. Other leading drugs of abuse among this group outside of New York City are marijuana, cited by 18% as their primary drug of abuse; cocaine, 7%; prescription drug misuse, 7%; and polydrug use, 6%.

The degree of Hispanic youth involvement in substance abuse is particularly distressing. A survey conducted in 1983 by the Division of Substance Abuse Services revealed the following statistics:

- Forty-five percent of Hispanic students had used one or more illicit substances nonmedically in the six months prior to the survey.
- Twenty-one percent of Hispanic students are considered regular substance users, having used three or more different substances in the six months prior to the survey.
- Among the ethnic groups, cocaine use is the highest for Hispanic students in the State. In the six months prior to the survey, 15% of Hispanics had used cocaine, compared with 10% of Whites and 10% of Blacks.
- Compared to the State average, Hispanic students are more likely to be exposed to others who are heavy users of substances. For instance, 71% of Hispanics reported having close friends who "get stoned" or "high" once a week or more, compared with 61% of students as a whole.

The problem of substance abuse, however, goes way beyond our youth. Approximately one half of all Hispanic prisoners in New York State were drug abusers at the time of conviction.

All these statistics demonstrate a problem of epidemic proportions. The Hispanic community's pattern of self-degradation through drugs fixes a sentence on future generations.

There is great awareness of the substance abuse problems of the hispanic youth. Commissioner Julio Martinez, of the Division of Substance Abuse, stated during the Albany public hearings that,

"It is imperative that preventive and interventive efforts be especially directed to the Hispanic community. With initiations of drug use to experimentations taking place among the youth, it is vital that we educate them about the danger and consequences of substance abuse" (P. 275).

Julie Levine-Martinez, Acting Coordinator at CASITA MARIA Bronx Center, stated during the New York City public hearing that,

"I feel that one of the problems has been that a lot of young people who are exposed to the drug scene do come to our center at 14, 15 seeking viable alternatives for anything different in their lives. Unfortunately, we do not have available funds to provide programs" (Vol. III, p. 243).

Provisions For Servicing Hispanics

The Division funds various local, community-based Hispanic treatment and prevention programs. Among them are:

- Project Return (Bronx and Manhattan)
- ENTER (East Harlem)
- LUCHA (East Harlem)
- Resurrection Rehabilitation (Bronx)
- La Nueva Raza (Queens)
- Anchor House (Brooklyn)
- Hunts Point Multi-Service Center (Bronx)
- PROMESA (Bronx)
- La Alternativa (Buffalo)
- Hispanic Counseling Services (Long Island)
- I-CRY (Brooklyn)

The annual program value of these programs is currently more than \$8.3 million.

These programs provide bilingual treatment, educational services, and prevention services for Hispanic youth. Programs such as La Alternativa in Buffalo, utilizes acculturation groups to work with Hispanics. School District #15 in Brooklyn has developed a specialized Spanish drug abuse prevention curriculum. The Division is continuing in the forefront of meeting the needs of our community in two new efforts:

- In the Brentwood area of Long Island, the Division is working with the Hispanic community on the development and funding of a community-based prevention and education program.
- In Buffalo, the Division is working with the Hispanic community and local service providers to establish a bilingual/bicultural methadone maintenance treatment project.

In the area of training, the Division has developed unique training programs to enhance the skills of Hispanic counselors, and to train local program staff in dealing with the specific needs of the Hispanic client.

Two U.S. Public Health Service grants were recently awarded to the Division to provide minority group members with training and practical experience in drug-related social science research. One grant focuses on the training of high school students, and the other will provide pre- and post-doctoral training for graduate students. This is yet another example of the Division's effort to reach out to the Hispanic and minority community not only in provision of services, but also in provision of opportunity.

The Division has also made a significant effort to ensure that its public information and awareness efforts are accessible to the Hispanic community. Division-produced public service announcements, drug education materials, and reports are translated into Spanish and release through Hispanic broadcast and print media outlets. In addition, the Division's toll-free information telephone line includes Spanish-speaking staff.

The Division of Substance Abuse Services had a total discretionary procurement activity and purchases of \$485,485 during the period of September 1983-August 1984, of which \$49,762 (10.2%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 37 illustrates the Hispanic representation of the Division of Substance Abuse Services.

TABLE 37

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF SUBSTANCE ABUSE SERVICES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	24	2	8.33
Professionals	211	7	3.32
Technicians	16	1	6.25
Protective Service Workers	0	0	
Para-Professionals	17	2	11.76
Office/Clericals	107	3	2.80
Skilled Craft Workers	1	0	
Service Maintenance	13	1	7.69
Unknown FOC	<u>1</u>	<u>0</u>	<u> </u>
TOTAL	390	16	4.10

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF SUBSTANCE ABUSE

Findings

- . Hispanics suffer disproportionately from substance abuse, particularly Hispanic youth.

- . There is insufficient program development in the prevention of substance abuse among Hispanics.

- . Discrimination is still a factor affecting service delivery.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.

Recommendations

- . That DSAS convene a statewide task force to develop a youth campaign against substance abuse.
- . That DSAS institute employee assistance programs that provide counseling to State employees about the dangers of substance abuse.
- . That DSAS expand services in the area of drug prevention, with a special concentration on youth.

- . That DSAS, in conjunction with the private sector, initiate and fund special demonstration projects geared toward alternative methods of drug prevention in the Hispanic community.
- . That DSAS, along with private foundations, initiate an extensive research project which would analyze, in depth, the reasons for involvement in substance abuse by large numbers of Hispanics. The study should concentrate on sub-cultural factors and the effects of Hispanic acculturation on drug use.
- . That literature in Spanish and more bicultural personnel be provided.
- . That minority businesses be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.

- . That use of Hispanic business enterprises be increased.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.
- . That Hispanic representation in all categories be increased; emphasis must be directed toward augmenting the number of Hispanics in policy-making and professional categories.

DIVISION OF ALCOHOLISM AND ALCOHOL ABUSE

Agency Goals, Objectives and Functions

The Division of Alcoholism and Alcohol Abuse is responsible for coordination, planning and implementation of services to alcoholics, alcohol abusers, and their families. Its local alcoholism services program is responsible for fostering and supporting high quality comprehensive alcoholism services that integrate public, private and voluntary services in a community-oriented service network. In addition, the Division operates 13 alcoholism treatment centers throughout the State, as well as the Research Institute of Alcoholism in Buffalo.

Relevance to Hispanic Community

Alcoholism is a serious problem in the Hispanic community. A 1983 study of the National Institute of Alcohol Abuse and Alcoholism states that Hispanic males have a higher proportion of heavy drinkers than their White cohorts. Another disturbing fact is that the Hispanic female patterns of abstinence or light drinking are showing signs of change. Hispanic youth are not as prone to have alcohol related problems as compared to their White cohorts, but by the time they reach 18, they surpass their White counterparts in experiencing alcohol related problems. A recent survey showed that one out of every 10 high school and junior high school

students in New York State described themselves as "hooked" on alcohol, and some said they had even been drunk in class.

In terms of ethnicity, White students have the highest rate of drinking (76%) in comparison to Black students (60%), and Hispanic students (55%). Furthermore, 16% of White students are heavy drinkers, whereas heavy drinking is lower among Black students (5%) and Hispanic students (8%). While these results would seem to indicate that problems of alcoholism among Hispanic youths are less significant, the reality is that this research failed to account or compute the 68% dropout rate within the Hispanic student population, which may account for the lower Hispanic figure. As evidenced during the public hearings, the Hispanic community is aware of its problem with alcohol abuse, and considers the services inadequate.

Jose Cruz, Project Coordinator of the Minority Community Outreach project of the National Council of Alcoholism, testified during the Rochester hearing that,

"the use of alcohol is slowly squeezing the very life blood and spirit of our folks... The present efforts of dealing with minority alcoholism are archaic and not effective. In the case of Hispanics, it has been shown over and over again that we do not participate in traditional counseling approaches. Our folks, number one - don't know what's out there, number two - we deal with problems very differently" (P. 286).

Provisions in Agency for Servicing Hispanics

Some of the Division's Alcoholism Treatment Centers offer bilingual services. The largest and oldest program is

the Manhattan Center, with new programs under development at Bronx and C.K. Post (West Brentwood). In order to appoint bilingual candidates in the Long Island region they have established a parenthesis title in order to legitimately screen applicants and advertise specifically for bilingual counseling services.

In 1982, the agency had regional workshops called "Cultural Perspectives" presented in Buffalo, Syracuse, Albany and New York City to alcoholism treatment personnel. One of the two days was devoted entirely to Hispanic perspectives (a videotape was presented, as well as a text version of the workshop to be used as a supplement to a training self-instructional manual).

In the area of programs designed specially for the Hispanic clientele, this agency cited the Manhattan ATC, which renders services in Spanish via the Hispanic staff at the center. Translations are provided as need dictates. The Bronx ATC, as of November 1984, has begun a pilot program which provides Hispanic clients with relevant cultural perspectives they can identify with, Hispanic personnel, and a trip to various Hispanic areas which are relevant, and provides and encourages a sober setting for the clients to experience; all alcohol education information in this program is provided in Spanish. These bicultural programs suffer from a lack of qualified personnel.

The Division of Alcoholism and Alcohol Abuse reported that less than 15% of its literature and signs have a Spanish version. Cost was cited as the main difficulty in doing Spanish translations.

Although the Division does not have Spanish translators among its personnel, given the possibility of contracting a source to provide this service, a full-time translator is not required.

During the past year, this agency reported no formal in-service cultural awareness courses. The most important problem cited was having a lack of qualified training personnel.

The Division has the following Spanish-speaking parenthetics:

Alcoholism Counselor Asst. SS	G-11	C.K. Post (2 items)
Psychologist I SS	G-21	C.K. Post
Psych. Social Worker I SS	G-17	C.K. Post
Psych. Social Worker II SS	G-19	Manhattan
Psych. Social Worker I SS	G-17	Manhattan
Psychologist II SS	G-23	Bronx

During the period September 1983-August 1984, the Division of Alcoholism and Alcohol Abuse utilized \$248,221 in discretionary procurement activities and purchases, of which \$4,679 (1.89%) went to minority business enterprises. Separate figures for Hispanics are not given.

Table 38 illustrates the Hispanic representation in the Division of Alcoholism and Alcohol Abuse.

TABLE 38

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF ALCOHOLISM AND ALCOHOL ABUSE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	31	1	3.23
Professionals	300	12	4.00
Technicians	33	1	3.03
Protective Service Workers	0	0	
Para-Professionals	159	15	9.43
Office/Clericals	102	0	
Skilled Craft Workers	7	0	
Service Maintenance	18	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	650	29	4.46

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF ALCOHOLISM AND ALCOHOL ABUSE

Findings

- . Inadequate research on factors influencing Hispanic alcoholism
- . Lack of programs specifically geared toward alcohol abuse by the Hispanic community.
- . Insufficient number of Hispanics on policy and management levels, particularly central management.
- . Discrimination is still a factor affecting service delivery.
- . Limited representation of Hispanic businesses among discretionary procurement contracts.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories.

Recommendations

- . Division of Alcoholism and Alcohol Abuse undertake research on alcoholism and alcohol abuse among Hispanics.
- . Division of Alcoholism and Alcohol Abuse increase programs geared toward prevention of alcohol abuse by Hispanics.
- . Division of Alcoholism and Alcohol Abuse increase the number of Hispanics in policy and management levels. Central management remains the province of the non-Hispanic in this agency, despite the significant number of Hispanics afflicted by alcoholism.
- . Providing literature in Spanish and bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories.

**OFFICE OF MENTAL RETARDATION
and
DEVELOPMENTAL DISABILITIES**

Agency Goals, Objectives and Functions

The Office of Mental Retardation and Developmental Disabilities (OMRDD) is mandated to ensure the development of comprehensive plans, programs, and services in the areas of research, prevention, care, treatment, rehabilitation, and education, and training of persons with mental retardation and developmental disabilities. This process involves the local governmental units or counties in the review of services, the determination of needs, and the encouragement of program development.

OMRDD's Executive Management Program provides for the overall management of the agency's statewide service delivery network. Program Policy and Planning concentrates on the development, planning, and implementation of major policy initiatives; Program Operations provides direct supervision and operational assistance to the state-operated developmental centers and voluntary-operated community-based residential and treatment settings. Program Operations has a Facility Compliance Task Force for internal review processes to improve the quality of life for clients in developmental centers. The agency also has assumed responsibility for site selection and facility development for voluntary providers.

Relevance to Hispanic Community

As a low income group, the Hispanic disabled and their families must depend on the services provided by OMRDD. It is alarming that the Developmental Information System reported only 2,822 Spanish-surname users while it is estimated that there are a minimum of 12,000 disabled Hispanics in New York State.

At the Albany hearings, an unidentified spokesman stated that the Hispanic underutilization of OMRDD services may be related to present staff impediments, which include lack of bilingual and bicultural personnel that can relate to the clientele (p. 65). Indeed OMRDD's Commissioner, Arthur Webb, seemed to confirm this by stating, "I cannot succeed, nor can the Governor nor anybody succeed in delivery of services if you don't have a good workforce" (p. 61).

Testimony also revealed that outreach services are poor, and information is not reaching the Hispanic disabled. OMRDD tends to rely upon established family and voluntary networks, community and church groups in the dissemination of information, but it has not developed direct means of communication with Hispanic communities. Funding and legal restrictions were cited as impediments (p. 56).

Thus, efforts to ensure that all persons with disabilities have equal access to the spectrum of OMRDD opportunities and services fall short of satisfying the needs of the Hispanic community. Roxanne Offner, the State

Advocate for the Office of the Advocate for the Disabled, testified that Hispanic contacts with the formal service delivery system are sporadic and mainly on an emergency basis. She noted that there is a question of whether the present service delivery system is afforded to members of ethnic minorities with the same quality and levels of aspiration as offered the White, middle-class group. It was further stated that "resolutions cannot come to fruition until persons of ethnic minorities are in planning/decision-making roles in special education and rehabilitation services" (p. 653).

Apparently, OMRDD's Division of Quality Assurance, Bureau of Utilization Review, Bureau of Certification Control and Management and Program Evaluation Unit have not taken into consideration the utilization rate by the Hispanic clientele.

Provisions in Agency for Hispanics

About one-fourth of the brochures and signs of the Office of Mental Retardation and Developmental Disabilities are available in a Spanish version. None of OMRDD's forms are printed in Spanish. Officials explained that the main difficulty in providing literature in the language is high cost.

This agency has no Spanish translators on the staff, but could utilize two persons in such a position.

In the past year, no in-service courses in Hispanic cultural awareness were sponsored, due mainly to lack of qualified training personnel.

Although the Department does not have any particular program especially designed for its Hispanic clientele, it was stated that could such programs be developed, OMRDD would provide better services for Hispanics. Lack of bicultural models was cited as the main problem in providing bicultural programs. Through the Federation of Puerto Rican Organizations the Department funds 15 intermediate care facilities for the developmental disabled and two community group homes in Hispanic neighborhoods for a total of almost six million dollars.

As for Spanish-speaking parenthetic personnel, the Office employs 1 Social Worker Assistant, 1 Stenographer, 1 Psychologist 2, and 1 Senior Clerk.

The Office of Mental Retardation and Developmental Disabilities reported that during the period of September 1983-August 1984, it had a discretionary procurement activity and purchases of \$29,863,658, of which \$998,467 (3.41%) went to minority business enterprise contracts.

The Office had a total of \$15,238,861 in capital construction contracts, of which \$2,841,248 (13.4%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 39 illustrates the Hispanic representation in the Office of Mental Retardation and Developmental Disabilities.

TABLE 39

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	281	1	0.36
Professionals	5,896	94	1.59
Technicians	726	18	2.48
Protective Service Workers	396	20	5.05
Para-Professionals	14,495	424	2.93
Office/Clericals	1,882	35	1.86
Skilled Craft Workers	858	30	3.50
Service Maintenance	3,658	207	5.66
Unknown FOC	9	0	
TOTAL	28,201	829	2.94

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES

Findings

- . The Office of Mental Retardation and Developmental Disabilities has failed to make comprehensive service plans for the Hispanic mentally and developmentally disabled.
- . Service utilization rate by Hispanic mentally and developmentally disabled is very low.
- . There are too few residential facilities that can provide bilingual/bicultural care.
- . Discrimination is still a factor affecting service delivery.
- . There is limited use of discretionary contract funds among minority business enterprises.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . The Office of Mental Retardation and Developmental Disabilities must develop a comprehensive plan to meet the needs of the Hispanic mentally and developmentally disabled.
- . A statewide outreach campaign must be implemented immediately.
- . The number of bilingual/bicultural residences for Hispanic disabled must be given priority.
- . All public literature must be in Spanish; bicultural service programs, and bicultural personnel are signs that Hispanics are welcomed.
- . Minority businesses must be categorized to include Hispanic businesses in order to facilitate monitoring discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

STATE EDUCATION DEPARTMENT

Agency Goals, Objectives and Functions

The State Education Department is the administrative agency of the Regents of the University of the State of New York, a body given constitutional responsibility for determining State educational policy. The University over which the Regents preside is a corporation authorized to charter and control educational institutions within the State. It encompasses all State educational programs, from kindergarten to graduate and professional schools, and other related educational and cultural organizations and institutions.

The 16 member Board of Regents consists of one representative from each of the State's 12 judicial districts, with four other members elected at large.

The Education Department is divided into several subdivisions. The Office of Elementary, Secondary and Continuing Education oversees the delivery of educational services provided by local school districts and includes the following major functions:

- Administration of State and Federal aid programs including general support for public schools, grants to schools for specific programs, lunch and breakfast programs, education of Native Americans, and non-public school aid.

- Support and oversight for educational and rehabilitative services for children with handicapping conditions.
- Comprehensive instructional services and monitoring of educational services and student performance measures.
- Development of a full range of occupational and continuing education services for school age and adult students.
- School fiscal planning, education finance research, and resource delivery management services.

Other programs and services include general support for public schools, the New York State School for the Blind, the New York State School for the Deaf, the Office of Higher and Professional Education, the Office of Cultural Education, and the Office of Vocational Rehabilitation.

Relevance to Hispanic Community

The American educational system is going through a crisis. Critics agree that the educational system is not preparing students for the needs of the nation; this is particularly true for the Hispanic student.

A good educational system is essential to the Hispanic community, not only due to its high proportion of young people (almost half are under 19 years), but also due to the fact that a good educational system can resolve many of the problems affecting Hispanics. Statistics show a dismal

picture. In New York State, the Hispanic population has attended school the least number of years. In 1981, 36% of Hispanic young people dropped out of school. The drop-out rate from grades 9-12 was 80%; 10% of Hispanics have been considered functionally illiterate (American Council on Education).

The National Commission on Secondary Schooling for Hispanics, which released its report on December 12, 1984, concluded that Hispanic youth are beset by the stresses of poverty, violence, overcrowded housing, lack of recreational facilities, segregated and ill-equipped schools, a poor self-image generated by the media, and by low expectations from their own schools, as well as inadequate academic guidance, either from their parents or from schools which usually lack the staff to provide it. These youngsters face responsibilities early, often being called upon to make basic decisions--about welfare, for example--for their non-English speaking parents. "Significant numbers of Hispanic youths do not elect to drop out of school nor are they pushed out," the Commission reports. "They simply sink under the weight of burdens young shoulders are not strong enough to bear." (Howard Graduate School of Education Bulletin, March 1985, p. 8).

Throughout the hearings, education was stated over and over again as being the underlying issue for the well-being of the Hispanic community.

The drop out rate of Hispanic students has reached epidemic proportions, and no solutions are being offered. Rafael Esparra, formerly from the Mayor's Office for Hispanic Affairs, testified in New York City that "the shameful problem of school desertion and school drop-out blights the city" (Vol. I, p. 454).

Problems seem to start at the pre-kindergarten and elementary level. Hispanic children attend pre-school programs in lower proportion than the general population (see Table 18). A lack of pre-school educational programs for Hispanic children in Buffalo was cited by Paulette Hammond, testifying for Alicia Augello, Coordinator of the Hispanic Task Force of the National Organization for Women, Buffalo Chapter (Buffalo, p. 183).

Manny Rivera, Executive Assistant to the Superintendent of Schools in Rochester, testified that even though elementary school Hispanic children are doing better, their work is still below the norm of the city school district. For example, in 1976 the mean NCE was in the 25th percentile, it is now at the 48th percentile, but it is still below the norm (p. 78).

The Center for Hispanic Educational Leadership explains that Hispanic students that do not drop out of high school are still routinely placed in secretarial and non-academic programs.

One of the difficulties Hispanic students encounter in the educational system is that, by the time Hispanic students reach high school, most tend to stay away from science and math courses. Pilar Glasso, a teacher, explained that in Rochester an industry funded program specifically designed to attract minority students to math and science subjects, had very few Hispanics (Rochester, p. 419).

Further down the educational road Dr. Cossell A. Lawson, Vice-President of Erie Community College, explains that Hispanic students and other students who historically have been excluded from higher education, have not been able to get into high technology curriculums because they are deficient in some basic skills... (Buffalo p. 99).

In addition, there is a need for adult education. Of the Hispanic population 25 years and over, 3 out of 10 males and 4 out of 10 females have 8 years or less of school (see table 9). The need for adult education was reiterated by Rebecca Velasquez, a concerned citizen who stated in Westchester County that adult education is a must (p. 307).

During the public hearings, lack of funding was considered a factor contributing to the inadequacy and insufficiency of programs available to Hispanic students; for example, funding for construction of schools in Hispanic communities is a problem. Guillermo Linares, Chairperson for the Coalition for the Construction of P.S. 48 in Manhattan,

testified in New York City that, "there are presently 15 schools in Community School District 6 with the capacity of 17,065 students. We now have 20,200 students" (Vol. III, p. 414).

Anthony Alvarado, former Chancellor of the New York City Board of Education, provided the following analysis of the situation:

"Historically what we have built into the State funding structure is support for suburban communities and less equitable support for urban school systems... Recognizing that minority students and Hispanic students are concentrated in urban system in effect the present State formula is discriminatory toward Hispanic students" (New York City Vol. II, p. 9).

Additional monies are considered necessary, but equally important is a change in attitude by the teachers. Ruben Malave, representative of Hispanic Heritage Association of Brentwood, pointed that "along with monies that are needed, sensitivity on the part of the teachers is the crux of the matter." (TP 364). This opinion is shared by the National Commission on Secondary Schooling on Hispanics when they state "a major factor in the performance of Hispanic students is the level of caring within the school environment." (Howard University Graduate School of Education Bulletin, p. 8).

Another issue that emerged as a contributing factor was the lack of adequate bilingual programs. Teaching of English and bilingual education are imperative for large number of

Hispanics. In the age group 5-24 years, 81,879 or 14.4% of Hispanics have problems with the English language. For the 18-24 age group, it is 17% (See Table 11).

Due to the large proportion of immigrants of school age, young Hispanics will continue to have difficulty with the English language. During the period 1975-1980, 168,560 Hispanics migrated to New York State, 142,000 of which entered New York State from outside the country, mostly from Central and South America. The Hispanic cohort was composed of a large proportion of children aged 5-14 years, (21.78%), 10,720 came from Central and South America, 12,960 came from Puerto Rico, and 13,040 from the Caribbean. Latin America and the Caribbean also constituted a relatively large number, 28,000, of the 15-19 years old who entered the State. (Center for Social and Demographic Analysis of SUNY pp. 15, 19).

Funding for Bilingual Education has always been insufficient, given the number of students who require bilingual instruction. The population breakdown in New York shows 19 counties in the State where school districts have need for bilingual funds. Over 80% of the projected total is in New York City. Out of the 534,000 students in need of bilingual instruction only 181,000 have received such instruction. (This figure may be inaccurate because of duplication and triplication of students receiving benefits from more than one source). New York State supplies less

than \$1.00 for bilingual programs out of every \$5.00 spent from federal sources for education. In California the figure is almost \$1.00 for every \$3.00.

There has also been a reduction in grants-in-aid to bilingual programs in the form of grants to schools for specific programs.

Bilingual education programs are also beset by the failure of New York State to articulate support for a recognized policy. The support is mainly for English Limited Proficiency students. Its "English only" law has been amended to permit bilingual instruction, but for a period of only three years. If more bilingual instruction is needed, extensions can be requested, but only for a maximum of three years.

Most programs offering bilingual instruction, do so in the "transitional" mode, which only includes native language and culture instruction until the student can succeed in English, at which time this type of instruction ends. The "maintenance" mode, which emphasizes on-going culture and language maintenance, as well as English acquisition, is not New York State educational policy.

In addition to these difficulties, bilingual teachers are now being confronted with a State mandate that might diminish their numbers. New York State requires that instructors be certified in the area of discipline they are teaching. Bilingual teachers, due to their low numbers, were

forced to teach subject areas in Spanish without having the proper credentials. This new requirement eliminates the possibility of this practice continuing, but it does not provide for the recruitment of those who might have the required credentials.

The new requirement of English language proficiency in the Spanish high school equivalency exam does not take into consideration the large number of Hispanic students able to continue their education in Spanish in bilingual higher education programs until they master the English language. It also does not take into consideration the number of jobs that require a high school diploma, but do not necessarily require having English proficiency.

Sandra Ruiz-Scott, Assistant Professor and Director of the Bilingual and TESOL programs at C.W. Post Center of Long Island University in Greenvale, testified in Nassau County:

"Over the years, the public school system has not provided an adequate education to students from subordinate language minority groups...The systematic failure of the schools to meet the needs of this underserved population has been amply documented in the body of research from Coleman to Carter to Cumino to Fishman, et cetera" (p. 222).

Gil Bernardino, a concerned citizen testifying in Nassau County, stated that:

"Education is the key to success. Part of one's lack of progress is due to lack of "quality" bilingual education programs...In most school districts in Nassau County, where our many hundreds of children attend classes, there exists a frustrating, non-educational environment. Only a few school districts in Nassau County have a transitional bilingual program; other districts have

either a weak ESL program or nothing...Too many Hispanic youngsters have dropped out; their self-esteem is low, and they have developed all kinds of inferiority complexes. The State needs to take a leadership role" (p. 255).

Rebecca Soto, a Teacher's Aid for the Board of Education, testified in Buffalo that:

"The school system and community leaders have neglected the basic cultural approach to Hispanic children and parents. Children come from Puerto Rico and they are automatically geared to Herman Badillo Community School or Grover Cleveland High School. We must put emphasis on the criteria curriculum with our minds set on the new bilingual education and technology." (p. 269)

The following testimony encapsules the questions repeatedly asked not only throughout the hearings, but for many years past. Mario Rivera, Executive Assistant of Superintendent of Schools in Rochester, testified that,

"the question that I continually ask is how do we address these problems. How do we insure that our Hispanic students are placed in the appropriate instructional program and are guaranteed accessibility to the many varied programs? How do we guarantee that those Hispanic students eligible for Regents Programs receive the appropriate counseling to steer them in the right direction? How do we deal with the cultural and linguistic barriers that still exist between teachers and staff, between teachers and students? How do we deal with the stereotypes created by those who continue to discriminate? The issue is equity - equity for all students and that means the inclusion of all Hispanic students (p. 75).

A large proportion of the problems cited above are the responsibility of locally administered school districts. However, it is our understanding that the State Education Department is responsible in overseeing that State policies in education are followed by local agencies.

Provisions in Agency for Servicing Hispanics

The Education Department provides services to schools and colleges. Most of the literature, forms and brochures are intended for administrators, all of whom are fluent in English. The Department does not perceive the need, and have not had enough requests for translations of these forms into Spanish.

However, a significant portion of the material intended for the general public and parents of school children are printed in Spanish. In addition, the Regents Action Plan is offered in Spanish, as well as literature to alert potential clients of their rights and procedures for requesting services. The State Museum in Albany publishes a Spanish edition of the guide to the museum, including a map and information on the exhibits. The museum is in the process of planning audio guides for visitors in Spanish, as well as English and French.

The Department strives to provide Spanish translations for all brochures dealing with the rights of individuals, and inform them of services to which they may be eligible. Seven Professional staff members of the Albany office of the Bureau of Bilingual Education translate documents into Spanish, although these positions do not carry the title of Spanish translator. The agency considers that it has enough internal resources to meet its needs and would not have use for a full-time translator.

The offices in Albany serve a limited number of Spanish-speaking clientele; thus cultural awareness training is not perceived as a pressing need.

The Bureau of Bilingual Education provides in-service courses in Hispanic cultural awareness. Each year, the Bureau sponsors a one week training session for its own staff. The 1985 session, being planned at the time, will focus on Puerto Rican culture and history.

In addition, the Bureau has an annual two-day conference designed to sensitize its own employees to the needs of limited English-speaking students and their parents.

The State Museum trains personnel each year in preparation for Hispanic Heritage Week and Hispanic Day.

Many of the Department's programs are designed for limited English proficient students, the greatest number of whom are of Hispanic origin. The Department attempts to provide bicultural programs as needed. With additional funds, time, and personnel it would expand those programs, and introduce others.

The Education Department employs in its Spanish-speaking parentetic category:

- 1 Stenographer
- 1 Rehabilitation Interviewer
- 2 Vocational Rehabilitation Counselors
- 2 Vocational Rehabilitation Aides
- 1 Vocational Rehabilitation Counselor 55B

The Education Department had a total discretionary procurement activity and purchase of \$1,072,626 during the

period of September 1983-August 1984, \$32,892 (3.87%), of which was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 48 illustrates the Hispanic representation in the Education Department.

TABLE 40

TOTAL WORK FORCE AND HISPANIC WORK FORCE
EDUCATION DEPARTMENT

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	197	2	1.02
Professionals	1,619	27	1.67
Technicians	127	0	
Protective Service Workers	19	0	
Para-Professionals	133	7	5.26
Office/Clericals	1,331	17	1.28
Skilled Craft Workers	97	0	
Service Maintenance	183	0	
Unknown FOC	2	0	
TOTAL	3,708	53	1.43

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE EDUCATION DEPARTMENT

Findings

- . Education policies have had poor results within the Hispanic community.
- . Lack of pre-school and kindergarten programs.
- . Elementary school programs are unsuccessful with Hispanic students.
- . High Hispanic drop-out rate.
- . School programs are not preparing Hispanic youth for technological labor market.

Recommendations

- . Mandate the establishments of local accountability committees composed of Hispanic parents and community school leaders. These committees would work in partnership with schools to improve education at local school level.
- . Fund more pre-school and kindergarten programs in Hispanic communities.
- . Create a fact finding task force to determine why Hispanic children's achievement deteriorates at elementary level, and recommend interventive programs.
- . The Education Department must encourage and fund experimental programs throughout the State in order to seek successful models for reducing the drop-out rate.
- . Gather data on drop-out rate by ethnicity in all school districts.
- . Develop policies which guarantee Hispanic children equal access and opportunity to all available educational resources (including computer

. Low Hispanic representation on science, mathematics and in general academic courses.

. High rates of functional illiteracy.

. Need for adult education.

. Teacher's lack of sensitivity.

technology) in their full range of capabilities and not merely as tools for remedial education.

. Implement policies which prohibit routine and dead-end tracking of Hispanic students into non-academic programs.

. Vigorously monitor and enforce State statutes that promote educational equity.

. Implement programs for reducing the high functional illiteracy rate; also include programs that target the Spanish-speaking functionally illiterate.

. Develop and fund adult education in Hispanic neighborhoods.

. Education Department must establish a teachers' sensitivity program.

. Assure that teacher certification standards include ability to work with students and parents, show competence in instructional methods, expertise in the content area to be taught, and knowledge of the bicultural background of the students.

. Establish teacher recertification requirements that include results of performance evaluations, improved

- . Bilingual/bicultural education is beset with problems.
- . Unclear policies.
- . Insufficient programs.
- . Insufficient funding.
- . Transitional method vs. maintenance method.

- . Overcrowding in schools

performance of students, educational experience other than college credits, ability to work effectively with parents and students, and an understanding of the bicultural background of Hispanic students and the community being served.

- . The Department of Education must set clear bilingual/bicultural educational policies which take into consideration that:
 - . bilingualism is an asset that should be preserved and encouraged
 - . there is a continued need for bilingual education
 - . the necessity of sufficient programs and funding should be addressed
 - . emphasis must be given to bilingual/bicultural models
 - . school districts having more than 5% student body needing bilingual instruction should receive additional aid
 - . School districts with early childhood development programs which have a significant number of pupils with limited English proficiency should receive additional funds to reduce class size and allow these pupils more individualized attention.

- . Inadequate funding formula for urban school programs.
- . Require individual school districts to distribute funds in such a manner that all school programs receive an equitable share of available funds. Develop and implement funding distribution formulas that eliminate disparities in per pupil expenditures between high and low income school districts.
- . The funding formula should be based on enrollment rather than attendance.
- . The Education Department has not aggressively addressed the discrimination of Hispanics attributed to the lack of awareness of the history and culture of Hispanics as an integral part of the nation's history and culture.
- . The Department of Education must monitor and enforce the curriculum for teaching the history and culture of Hispanics.
- . Create university chairs to teach and research in the area of Hispanics in the United States.
- . The Department's Office of Cultural Education has not provided Hispanic cultural media programming.
- . Establish a Spanish language media council and Spanish public radio stations/TV programming funded by the Office of Cultural Education
- . Establish a Hispanic Library.
- . Requiring English proficiency for GED Spanish exams precludes Hispanics from obtaining GED needed
- . Eliminate the English proficiency requirement on the GED Spanish examination.

for jobs that do not require English proficiency and impedes Hispanics from entering college bilingual programs.

- . New York State requirement that teachers be certified in area of discipline diminishes the number of areas that can be taught by bilingual instructors.
- . This requirement must be phased gradually to allow for sufficient numbers of bilingual instructors.
- . That the regional teaching centers recommended by the legislature address the needs of bilingual teachers in the areas of curriculum, materials, methodology and research.
- . Limited representation of Hispanic businesses among discretionary procurement contracts.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, specially in policy-making and professional categories.

HIGHER EDUCATION SERVICES CORPORATION

Agency Goals, Objectives and Functions

The Higher Education Services Corporation's statutory mission is:

- 1) To improve the postsecondary educational opportunities of eligible students through the centralized administration of New York State financial aid loan programs; and
- 2) To coordinate the State's administration of student financial aid and loan programs.

The Corporation is governed by a 13 member Board of Trustees, ten of whom are appointed by the Governor and confirmed by the Senate. Four of the ten appointees must be students.

Relevance to Hispanic Community

Probably no area of State government will be as important to the social mobility of Hispanics than that of higher education. If Hispanics are to be "bootstrapped" out of the lower rungs of the economic ladder, they must acquire necessary educational skills. This is of particular importance when we consider that the rapidly emerging new technological world will require educational abilities far beyond those presently available.

It is the recognition of these social mobility factors, and the need for a professionally trained cadre of technocrats for the Hispanic community that mandates that the Higher Education Services Corporation take a more active

role in the admission, retention, and eventual graduation of Hispanics from our State's institutions of higher education. At present, the status of Hispanics in higher education can only be categorized as in crisis.

In the college ranks the statistics are disturbing. The college entrance rate of Hispanics is twenty-five percent, and the completion of college rate is seven percent. According to data provided by HESC, Puerto Ricans suffer the highest dropout rate of any ethnic group.

New York State Hispanic students comprised 5.8% of all degree credit enrollment in 1980. Although this represents nearly double of the proportion of enrollment in 1972, Hispanics are still severely underrepresented in higher education. In professional and graduate schools, this affliction is even more pronounced. In 1980-81, only 57 doctoral degrees were awarded to Hispanics in New York State, or 2.2 percent of all such degrees provided that year. This was a decline from 1978-79, when 86 doctorates were awarded to Hispanics.

The need for financial aid among Hispanic students has been clearly established by educators, academicians, and college administrators. In a study completed by Dolores Cross, President of the New York State HESC, entitled "Threats To Access To Postsecondary Education For Minorities And Women," 94% of Hispanics indicated that financial aid was

necessary in order for them to have access to higher education. Hispanics and other minorities perceive financial aid as an integral part of obtaining an education. This may be attributable to the reality that Hispanics have the lowest average income of any ethnic group in the State and, as such, are more dependent on need-based aid. In 1981-82, the average gross income for Hispanic post-secondary aid recipients in New York State was \$10,980 or 57% less than the \$25,500 average income reported by White student aid recipients. Hispanic families were required to provide \$2,541 in average family contributions to college budgets, yet they still found themselves short by an average of \$816, even when all financial aid (including loans) was considered. What is readily apparent is that Hispanics have an increasing dependence on government funded financial aid, but such assistance has not been sufficient to meet their educational needs, or to ensure adequate educational attainment. In essence, a "need gap" exists which has a drastic effect on Hispanic higher education. Hispanic students who are self-supporting are even more endangered because they have no "safety net" available to provide additional funds. If Hispanics are to become part of the family of New York State ushered into the 21st century, adequate provision must be made for their educational aspirations.

Angel Caro, President of the Puerto Rican Association of Educators, Inc., believes that efforts must be made to ensure

that financial assistance reaches Hispanic students. "Our community is entitled to a fair share of the services and resources allocated for the education of the people of the State" (NYC Vol. II, p. 408).

Luis Zayas, Assistant Professor at Columbia University, testified in Westchester County that access to postsecondary education has been limited for Hispanics. He noted that, for example,

"Graduate education in the mental health professions is necessary to help Hispanic children. We must give our limited number of graduates opportunity to enter graduate training. My experience is that the lack of financial aid and insufficient recruitment and retention activities remains the greatest obstacle" (p. 186-189).

Provisions for Servicing Hispanics

In an attempt to broaden access to higher education, HESC has developed informational outreach activities which include the Spanish version of the student aid informational pamphlets, as well as the TAP brochure. In addition, training activities have focused on the Hispanic community through organizations such as ASPIRA.

The Higher Education Services Corporation reported a total discretionary procurement activity and purchases of \$153,321 during the period September 1983-August 1984, \$6,818 (4.45%) of which went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 41 illustrates the Hispanic representation in the Higher Education Services Corporation.

TABLE 41

TOTAL WORK FORCE AND HISPANIC WORK FORCE
HIGHER EDUCATION SERVICES CORPORATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	19	0	
Professionals	114	2	1.75
Technicians	40	0	
Protective Service Workers	0	0	
Para-Professionals	107	1	0.93
Office/Clericals	461	4	0.87
Skilled Craft Workers	2	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	744	7	0.94

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

HIGHER EDUCATION SERVICES CORPORATION

Findings

- . The Higher Education Corporation has not adequately increased the number of Hispanics in higher education, and the number of Hispanic enrollees in graduate school.
- . The Higher Education Services Corporation has been unable to reduce the Hispanic drop-out rate attributable to financial difficulties.
- . Confusion and misunderstanding about loan repayments and time schedules is widespread among Hispanic students.

Recommendations

- . Increase the number of new enrollments and the number of retentions among Hispanics:
- . Improve or establish new funding mechanisms for recruiting and maintaining Hispanics in higher education.
- . Increase budget appropriations for the HEOP, SEEK, College Discovery, Opportunity Scholarship programs, and tuition awards for Vietnam veterans.
- . Increase financial aid:
- . Implement mechanisms to enable financial aid to reach Hispanic students, e.g. minimum amount of grants should be awarded to Hispanics according to census population figures.
- . Initiate a program to involve foundations and community organizations in providing funding for financial assistance.
- . Improve communication with Hispanic students to clarify procedures:
- . Restructure repayment plans.
- . Provide all public literature in Spanish; bicultural service programs, and bicultural personnel can facilitate communication.

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . There is limited use of discretionary procurement contract funds among minority businesses.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.

STATE UNIVERSITY OF NEW YORK

Agency Goals, Objectives and Functions

The State University of New York (SUNY), the nation's largest system of higher education, is composed of 64 campuses offering the full range of academic, professional, and vocational programs. The University is governed by a Board of Trustees appointed by the Governor for overlapping terms of ten years. The Trustees set university policy and appoint the university Chancellor who serves as the system's chief executive officer.

SUNY emphasizes the preparation of students for participation in the State's expanding high technology economic base. The structure of the State University includes four University Centers, two independent Health Science Centers, twelve colleges of Arts and Sciences, six Agricultural and Technical Colleges, five Specialized Colleges (Empire State College and College of Environmental Science and Forestry, Maritime, Optometry, and Technology), five Statutory Colleges, and thirty Community Colleges.

Relevance to Hispanic Community

To successfully fulfill their role in American society, New York State Hispanics need to increase their number of college graduates. At present, in the 25 year old and older population, only 8.3% of Hispanic males and 5.5% of Hispanic females have completed four years of college (see Table 9).

The need to increase the number of Hispanics in higher education was a recurrent theme during the hearings.

Professor Emmo Alvarez, of the Puerto Rican Council of Higher Education, suggested that the issues that have historically affected Puerto Ricans in higher education remains very much unresolved and unmet: the issues of access, retention and graduation and the necessary special programs and support (New York City, Vol. II, p. 428).

Angel Ramos Caro, President of the Puerto Rican Educational Association, Inc., contended that nevertheless,

"Hispanics are making a worthy attempt to improve their education and their economic conditions through it. But the educational output of these institutions in favor of our community is short-changing energy, time and financial output" (New York City, Vol. II, p. 477).

The prospective of increasing Hispanic college graduates does not seem optimistic; enrollment statistics at SUNY give evidence to the lack of Hispanic participation in higher education. Hispanics account for only 1.7% of all the students in degree or certificate programs in SUNY. Altogether there are 6,475 Hispanic students in SUNY, of these, 169 are enrolled in doctoral programs and 97 in professional programs--medicine, law, and dentistry. In 1980, though Hispanics represented 5.1% of all full-time enrollment, they represented only 3.5% of all engineering students and 3.1% of students in the physical sciences. They received only 2.2% of all professional degrees in the same year.

Clifton R. Wharton, Jr., Chancellor of the State University of New York, considers that

"despite the very real progress the State University of New York has made in enrolling and employing Hispanics, we still have far to go and relatively few clues as to how to get there" (Albany Written Testimony, p.8).

Provisions in Agency for Servicing Hispanics

The State University of New York's printed materials for the public is primarily in English, less than 10% of their brochures are in Spanish. The New Paltz and Old Westbury campuses provide brochures to the public in Spanish. SUNY has no forms printed in Spanish. Stony Brook Medical Hospital is in the process of translating forms into Spanish. SUNY has about 5% of their signs in a Spanish version. All SUNY hospitals have signs printed in that language. Cost is cited as the most important factor preventing the provision of literature in Spanish.

SUNY's Health facilities at Downstate, Upstate and Stony Brook have Spanish translators. These are volunteers, and are available on a 24 hour basis. Downstate estimates that they have at least ten Spanish translators. Upstate has six, and Stony Brook has 15 translators. They report that in addition to the permanent list of translators, which is constantly updated, the hospital can rely upon the University community and staff employed at the hospital.

The State University of New York reports that it has Hispanic awareness programs as an on-going process. Each campus, through its Student Affairs Office, sponsors a Hispanic cultural program. SUNY's Central Office was a participant in the Hispanic Heritage Week program held in September 1984 in Albany. Cost is considered the most difficult aspect in providing bicultural programs.

SUNY has long been aware of the severe underrepresentation of Hispanics at the graduate and professional levels, and in key disciplines such as engineering, computer and information science, mathematics, agricultural and natural resources, and physical sciences. Consequently, the Office of Research of the Graduate Studies and Professional Programs is making special efforts to reach out to prospective Hispanic students in these fields through a statewide series of conferences. Two financial aid programs, the Graduate Opportunity Tuition Waiver Program for former EOP/SEEK program graduates, and the Graduate and Professional Tuition Waiver Program for economically disadvantaged students enrolled in programs of study in medicine, dentistry, optometry, and law, were established primarily to assist minority students wishing to extend their education beyond the baccalaureate. Further, the Fund for the Improvement of Post-secondary Education recently funded a project at the Binghamton campus to identify and encourage 500 Hispanic students to participate in graduate education.

This project is national in scope, and is a cooperative venture with the Hispanic Higher Education Coalition housed in Washington, D.C. Another program worth mentioning, also FIPSE sponsored, is the Tri-State Hispanic Leadership Fellows Program, which identifies Hispanic faculty and administrators currently employed by colleges and universities in New York, New Jersey and Connecticut, and prepares them to move into middle- and top-management positions.

The following is a list of grants of relevance to Hispanics currently underway on SUNY campuses:

<u>Title</u>	<u>Amount Awarded</u>
<u>SUNY Binghamton</u>	
Upward Bound	\$189,219.00
Special Services for Disadvantaged Students	143,014.00
Talent Search	78,000.00
<u>Suny Buffalo</u>	
Bilingual Education Training Program	124,616.00
Bilingual Education Teacher Training	124,211.00
Bilingual Education Fellowship	\$ 49,490.00
" " "	48,995.00
Upward Bound	177,055.00
" " "	162,240.00
Special Services for Disadvantaged Students	86,095.25

Professional Nursing Career Program for Disadvantaged	185,659.25
--	------------

SUNY Stony Brook

Language As a Human Capital: An Analysis of the Economic Behavior and Geographic Distribution of the Hispanic Population	23,946.00
--	-----------

Social Work Training for Black and Hispanic Students	28,915.00
---	-----------

Upward Bound	175,229.00
--------------	------------

" " "	183,078.00
-------	------------

Minority High School Research Apprentice Program	3,000.00
--	----------

Learning Skills Center Special Services	106,540.00
--	------------

Health Careers Opportunity Program	86,511.00
---------------------------------------	-----------

SUC Brockport

Brockport Migrant Education Project	266,065.00
--	------------

Bilingual Multicultural Education Training Project	99,900.00
---	-----------

Bilingual Multicultural Education Project	48,137.00
--	-----------

SUC Buffalo

Planning and Development of a Graduate Degree Program in Bilingual Special Education	\$ 25,907.00
--	--------------

Bilingual Special Education Personnel Preparation	82,877.00
--	-----------

SUC Fredonia

National Migrant Special Education Resource, Training and Dissemination Center	122,894.00
--	------------

Migrant Summer Food Service Program	880.49
-------------------------------------	--------

Special Services for Disadvantaged Students	73,347.00
---	-----------

Fredonia Tutorial	189,962.00
-------------------	------------

SUC Geneseo

Geneseo Migration Tutorial Outreach Program	161,779.00
---	------------

SUC New Paltz

Migrant Bilingual Teacher Training Program for Personnel Working With Limited English Proficient Migrant Youth	69,275.00
--	-----------

Migrant Tutorial Instruction Program	366,170.00
--------------------------------------	------------

" " "	341,346.00
-------	------------

" " "	28,450.00
-------	-----------

Bilingual Approach to Structured Instruction for Children	33,449.00
---	-----------

Mid-Hudson Consortium for Bilingual Education	73,205.00
---	-----------

" " "	4,800.00
-------	----------

" " "	90,952.00
-------	-----------

Special Services for Disadvantaged Students	\$162,778.71
---	--------------

Talent Search	107,928.00
---------------	------------

Special Education Bilingual Training Program	69,925.00
--	-----------

Migrant Tutorial Instruction Program	384,588.00
--------------------------------------	------------

SUC Old Westbury

Bilingual Special Education Program	11,025.00
Minority Biomedical Research Project	504,647.00

SUC Oneonta

Migrant Youth Program	22,461.00
" " "	35,616.00
" " "	31,162.00
Interstate Migrant Secondary Services Program	25,000.00
" " "	89,992.00

SUC at Oswego

Migrant and Rural Dis-advantaged Work Experience and Life Skills	66,326.00
Center for Computer Assisted Migrant Education	90,763.00
Oswego Migrant Tutorial Program	175,557.00
" " "	141,696.00
Migrant and Rural Dis-advantaged Work Experience and Life Skills	66,326.00

Downstate Medical Center

Health Careers Opportunity Program	\$129,484.00
------------------------------------	--------------

Optometry

A Pathway to Careers in Vision for Disadvantaged	49,960.00
" " "	55,200.00

SUATC at Canton

Special Services for Disadvantaged Students	29,883.32
--	-----------

SUATC at Farmingdale

Updated Multimedia Bookkeeping Program for Disadvantaged Adults	20,934.00
---	-----------

" " "	45,518.00
-------	-----------

Table 42 illustrates the Hispanic representation in the
State University of New York.

TABLE 42

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE UNIVERSITY OF NEW YORK

FEDERAL OCCUPATION CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	1,716	20	1.17
Faculty/ Instructional			
Full Time	9,838	149	1.51
Part Time	4,386	78	1.78
Professional/ Non-Faculty			
Full Time	4,937	80	1.62
Part Time	2,123	58	2.73
Office/Clerical	6,089	89	1.46
Para-Professionals	2,158	36	1.67
Skill Craft Workers	2,062	44	2.13
Service Maintenance	<u>5,021</u>	<u>229</u>	<u>4.56</u>
TOTAL	38,330	783	2.04

SOURCE: State University of New York. The State University
of New York Work Force - 1984.

STATE UNIVERSITY OF NEW YORK

Findings

- . Small number of Hispanics enrolled in SUNY system.
- . Large number of Hispanic students fail to graduate from SUNY system.
- . Lack of research in Hispanic issues.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, specially in policy making and faculty.

Recommendations

- . Establish a Hispanic Financial Program to gear Hispanic students to apply to SUNY.
- . Develop retention program for Hispanic students to deal with academic and adjustment difficulties.
- . Establish a peer counseling program. This should also service part-time students.
- . Establish a Hispanic research center.
- . Increase Hispanic representation in all categories, emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

PUBLIC EMPLOYEES RELATIONS BOARD

Agency Goals, Objectives and Functions

The Public Employee Relations Board assists in the resolution of labor relations disputes between public employees and their employers. The agency provides mediation, fact-finding, and arbitration services on disputes over contract negotiations. In addition, the Board settles questions of union representation, hears charges of improper practices by public employees or employers, designates Management/Confidential positions, and acts as a clearinghouse for information on wages, benefits, and employment practices.

The Board focuses on three principal activities: providing conciliation services, settling representation disputes, and ruling on charges of improper practices.

Relevance to Hispanic Community

The Public Employee Relations Board's relevance to Hispanic communities revolves around its role in the collective bargaining process.

Provisions in Agency for Servicing Hispanics

The Public Employment Relations Board provides no literature in Spanish, the main reason cited for this is

lack of personnel to do written translations. However, the Board has reported that as it served primarily labor unions, not individuals per se, it has not perceived a need to develop material or programs specifically geared toward Hispanics. The assumption is that to the extent that such services are needed, the unions representing Hispanics will supply them.

The Public Employee Relations Board reported \$4,736 in discretionary procurement activities and purchases during the period of September 1983-August 1984, of which \$2,522 (53.3%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 43 illustrates the Hispanic representation in the Public Employee Relations Board.

TABLE 43

TOTAL WORK FORCE AND HISPANIC WORK FORCE
PUBLIC EMPLOYEES RELATIONS BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	9	0	
Professionals	20	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	2	0	
Office/Clericals	23	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	54	0	0

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

PUBLIC EMPLOYEE RELATIONS BOARD

Findings

- . There is limited use of minority businesses for discretionary procurement contract funds.

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.

- . Increase the use of Hispanic business enterprises.

- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy making and professional categories.

OFFICE OF EMPLOYEE RELATIONS

Agency Goals, Objectives and Functions

The Office of Employee Relations negotiates collective agreements with recognized representatives of State public employees, assists State agencies in their interpretation and administration of negotiated agreements, and helps define the State's role as a public employer through the ongoing contract arbitration process, and in matters before the Public Employee Relations Board. It also administers a variety of training programs resulting from the negotiated agreements.

Relevance to Hispanic Community

The issue of utmost importance to Hispanic participation in the State workforce is the implementation of the principles of affirmative action which the office can assist in its implementation. Another relevant aspect is the Office of Employee Relations' training responsibility, as the Hispanic workforce generally has a lower level of training than does the general workforce.

These issues were addressed in testimony. Angelo Falcon, Executive Director of the Institute for Puerto Rican Policy, Inc., stated during the Albany public hearings that Latinos are the most underrepresented group in State

government workforce, and that the Institute has concluded that the affirmative action program has failed to increase the representation of Hispanic employees (p. 220).

William Reyes, representative of the Hispanic Coalition of New York State Workers, also testified in New York City that the New York State affirmative action program policies are not working as far as Hispanics are concerned, and that underrepresentation impacts on services to Hispanic clientele in the State of New York (Vol. III, p. 147). Cesar Perales, Commissioner of the New York State Department of Social Services stated during the Albany public hearings that one of the difficulties in servicing Hispanics is that "we don't have the training personnel, particularly in Child Protective Services" (p. 21).

Provisions in Agency for Servicing Hispanics

The Office of Employee Relations did not answer survey but reported that their need for translation services is infrequent and they contract for services.

The Office of Employee Relations had a total discretionary procurement activity and purchases of \$31,887 during the period September 1983-August 1984, of which \$522 (1.64%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 44 illustrates the Hispanic representation in the Office of Employee Relations.

TABLE 44

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF EMPLOYEE RELATIONS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	21	0	
Professionals	30	1	3.33
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	14	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	65	1	1.54

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF EMPLOYEE RELATIONS

Findings

- . Affirmative Action plans have not met their goals as related to Hispanics, who have the lowest representation in the State system labor force.
- . Contracting agencies are not upholding Affirmative Action plans as related to Hispanic personnel.
- . There is limited use of minority businesses for discretionary procurement contract funds.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Changes the implementation of Affirmative Action plans so that Hispanic representation be increased.
- . Establish on-going evaluation and monitoring of Affirmative Action goals.
- . Hold contracting agencies accountable for actively implementing Executive Order #21:
- . Accountability should be tied in to fines and contract renewals.
- . Contracts for training must also be awarded to Hispanic agencies.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic enterprises.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF HUMAN RIGHTS

Agency Goals, Objectives and Functions

The Division of Human Rights enforces Article 15 of the Executive Law (the Human Rights Law) prohibiting discrimination in employment on the basis of race, color, creed, or national origin. The agency's jurisdiction has expanded over the years to include prohibition against discrimination on the basis of age, sex, marital status, disability, arrest records, and prior convictions. The law has expanded to cover discrimination in housing, public accommodations, admission to certain types of educational institutions, and the granting of credit.

The Division has also assumed responsibility for investigating allegations of employment discrimination referred to the State by the United States Equal Employment Opportunity Commission. The Division also investigates housing discrimination cases pursuant to contracts with the Federal Housing and Urban Renewal Administration.

This agency carries out its responsibilities through the departments of Administration, Legal Enforcement, and Regional Affairs. The Administration program formulates and directs Division policy, conducts public hearings, issues the directives of the Commissioner of Human Rights, and provides management and support services to the Division's operating programs.

The Legal Enforcement Program prepares and presents cases to Division hearing examiners at public hearings, and represents the Division in appeals stemming from the Commissioner's orders. The Regional Affairs Program is responsible for the initial intake of complaints through its 11 offices. It also maintains liaison, and has contractual obligations to process discrimination cases with both EEOC and HUD.

Relevance to Hispanic Community

Hispanics are still an "out group" whose different characteristics have been historically discriminated against in this society. During the public hearings, there was not one testimony presented by a Hispanic person that does not reflect this underlying feeling of discrimination. To name but a few, they include Mr. William Reyes, Hispanic Coalition of New York State Workers; Mr. Miguel Cruz, President Local 406, Civil Service Employee Association; Sergeant Wilke Burmudez, Port Authority Police - Hispanic Society; Julio Munoz, Community Board Six of the Bronx; Agustino Garcia, Executive Director, Asociaciones Americanas; Mr. C. Lopez, President, United Third Bridge, Inc.; Mr. Roberto Munoz, National Association for Hispanic Civil Rights; Mr. Raul Ruzzi, and Arturo Salas from the Buffalo Police; Mario Prado, Treasurer National Image - Buffalo Chapter; Reverend Dominguez of Rochester, and others.

Maria Butler, a concerned citizen, summarizes the prevailing attitude: "I think I should have the right to live the same as any other citizen. My being Puerto Rican and having an accent is not wrong" (Suffolk, p. 247).

Between January 1981 and June 1983, 16,000 complaints of discrimination were filed at the agency. Of these, 1,246 were filed by Hispanics, which represents only 7% of the total. Ninety-four percent of these complaints alleged discrimination in employment. Twice as many complaints were filed by non-Puerto Rican Hispanics as Puerto Ricans. DOR received 400% more complaints from Black New Yorkers than from Hispanic New Yorkers. Is this because Blacks are discriminated against at a higher rate or because Hispanics file complaints at a lesser rate?

A study entitled "Aspects of Hispanic and Asian American Discrimination: Utilization Of Agency Services," concluded that the Division should undertake an outreach to the State's Hispanic communities "to establish itself more clearly in the minds of all minorities, but particularly in the minds of Hispanics and Asian Americans."

Provisions in Agency for Servicing Hispanics

About three-fourths of the brochures and signs in the Division of Human Rights have Spanish versions, and certain regional offices have forms in Spanish to solicit information relative to complaints being filed. The main difficulty in providing literature in Spanish is reported to be cost.

While the Department of Human Rights has no positions officially classified as Spanish Translator, it has five positions for Spanish-speakers. It was stated that this Department could use more Spanish-speaking personnel in all titles. Presently, the Division employs two Human Rights Specialists 1 in the Spanish-speaking parenthetic category.

No courses in Hispanic cultural awareness were sponsored during the past year. The main problem cited for this type of training was cost.

Although this agency does not have any particular program designed especially for Hispanic clientele, testimony revealed that it could provide better services for the Hispanic client if such a program could be developed. Again, cost was reported as the main barrier to providing such services.

The Division of Human Rights had a total discretionary procurement activity and purchase of \$193,152 in the September 1983-August 1984 period, \$54,176 (28.05%) of which went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 45 illustrates the Hispanic representation in the Division of Human Rights.

TABLE 45

TOTAL WORK FORCE AND HISPANIC WORK FORCE

DIVISION OF HUMAN RIGHTS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	10	2	20.00
Professionals	117	12	10.26
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	83	12	14.46
Skilled Craft Workers	1	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	215	26	12.09

* SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF HUMAN RIGHTS

Findings

. Discrimination is still a factor affecting service delivery, employment, housing, education, and financial services for the Hispanic community.

. The Division has no special program for the Hispanic clientele.

. There is limited use of discretionary procurement contract funds among minority businesses.

Recommendations

. Create a Hispanic Human Rights Office within the Division to properly address these issues:

. This office must embark on a public information campaign to inform Hispanics of their rights and how to find redress for discrimination acts.

. This office must also embark on an educational, mass media campaign to create a positive image of Hispanics.

. Provide all public literature in Spanish, provide more bicultural service programs and bicultural personnel.

. Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic enterprises.

. Increase the use of Hispanic business enterprises.

OFFICE OF GENERAL SERVICES

Agency Goals, Objectives and Functions

The Office of General Services' primary responsibility is to support State agencies' operations by providing such essential services as building management, purchasing, architectural design and construction management, information management and processing, telecommunications services, vehicle fleet management, and laundry services. In addition, under Executive Order No. 117, the Office of General Services is assigned the responsibility of reviewing and coordinating training for all other State agencies, departments, and public authorities in their activities directed toward servicing minority business enterprises; rendering advice and technical assistance to facilitate and increase the participation of interested and qualified MBEs in State contracts; and establishing and implementing regular performance reporting systems for programs intended to increase minority business participation in the procurement activities that are under individual agency control.

Additionally, under Executive Order No. 21, all State agencies, departments, and public authorities are required to report monthly to the Office on their efforts to increase minority and women-owned business enterprises' participation in procurement contracts. The reporting system developed by the Office of General Services covers procurement, construction, services, and consulting contracts.

Relevance to Hispanic Community

The Office of General Services is one of the most important State agencies enabled to facilitate the economic growth of Hispanic business enterprises across the State. Through the administration of its procurement responsibilities, it can facilitate MBEs' participation. The Office of General Services can insure that Hispanic businesses get their fair share of State purchases.

Agustin Garcia, Executive Director of Asociaciones Dominicanas, pointed to the importance of Executive Order 21, which allows our community a real opportunity to participate in contracts (p. 440).

During the public hearings held in Albany, Commissioner John Egan voiced his commitment to removing the procedural and financial impediments that presently inhibit Hispanic businesses from participating in State contracts (p. 239).

Moreover, Rick Montano, a lawyer testifying at the Suffolk public hearings, stated that there were no contracts given to Hispanic-run and controlled agencies in Suffolk. (p.40).

Julio Rodriguez, Esq., testified that Hispanic enterprises that get contracts complain about delayed reimbursements, which are enough to put small businesses out of business (New York City, Vol. I, p. 579).

Provisions in Agency for Servicing Hispanics

The Office of General Services, in an effort to provide equal opportunity for Hispanic-owned businesses, assists in obtaining bilingual technical assistance; its staff devotes approximately 30% of its time in this effort. Representatives from this agency have participated in seminars and conferences with the minority business community of the State. Moreover, Hispanic business organizations receive a free subscription to the "Design and Construction Public Notifications Service", a weekly publication which offers information concerning capital construction projects undertaken by OGS.

Outreach advertisement has been placed by this agency in Hispanic newspapers such as El Diario/La Prensa and La Voz Hispana.

The various outreach efforts have increased the number of Hispanic firms in the agency's list to 900, as well as it has increased OGS's awareness of specific problems facing the Hispanic business community, such as language barriers and the need for technical assistance. In addition, OGS has co-sponsored events celebrating Hispanic Heritage Week, as well as statewide exhibitions of Black and Puerto Rican artists.

The Office of General Services employs one Supervising Janitor and one Security Officer in the Spanish-speaking parenthetic category.

The Office of General Services reported a total discretionary procurement activity and purchases of \$4,572,325 during the period September 1983-August 1984, of which \$491,304 (10.75%) went to minority business enterprise contracts.

The Office had a total capital construction contracts outlay of \$233,660,595 during the same period, of which \$23,297,577 (9.97%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 46 illustrates the Hispanic representation in the Office of General Services.

TABLE 46

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF GENERAL SERVICES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	107	1	0.93
Professionals	797	8	1.00
Technicians	172	1	0.58
Protective Service Workers	244	6	2.46
Para-Professionals	29	1	3.45
Office/Clericals	565	8	1.42
Skilled Craft Workers	784	21	2.68
Service Maintenance	1,401	97	6.92
Unknown FOC	<u>1</u>	<u>0</u>	<u> </u>
TOTAL	4,100	143	3.49

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF GENERAL SERVICES

Findings

- . Few Hispanic businesses are able to participate in the provision of services and contracts through OGS:
- . bidding process complications
- . reimbursement delays
- . high bonding rates.
- . Discrimination is still a factor affecting service delivery.
- . There is limited use of discretionary procurement contract funds among minority businesses.
- . Small proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories.

Recommendations

- . Increase the number of Hispanic businesses through:
 - . increase outreach efforts
 - . increase technical assistance
 - . increase the value of projects that do not require bonding.
- . Establish a depository for all contracting and procurement-of-services opportunities made available to State agencies.
- . Improve reimbursement procedure.
- . Provide all public literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contracts to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy making and professional categories.

URBAN DEVELOPMENT CORPORATION

Agency Goals, Objectives and Functions

The Urban Development Corporation is responsible for the financing, construction, and operation of residential, commercial, industrial and civic facilities. It plays a leading role in the State's economic development program and administers programs to provide financing and technical assistance to businesses and local governments. These programs are designed to stimulate economic growth through the creation or retention of jobs throughout the State.

Relevance to Hispanic Community

A large proportion of Hispanics live in communities that should be a focus for redevelopment. The Bronx, which is considered the poorest congressional district in the nation, is 65% Hispanic. The need for redevelopment of Hispanic communities is statewide. For example:

Wilson Morales, Chairman of the Spanish Community Progress Foundation, testified in Westchester County that if one looks at the area surrounding the Southwest Yonkers Community Center, which is a Hispanic area, one sees dilapidated buildings and abandoned buildings. "This quadrant needs a development plan of immediate action" (p. 73).

Blanca Ceden0, President of the United Neighborhood Houses in New York, Inc. testified in New York City that old neighborhoods which were originally established by poor European immigrant groups, are now Hispanic. But, in these rapidly growing Hispanic communities, conditions have deteriorated, and are in need of dramatic redevelopment (NYC, Vol. I, p. 397).

John Flateau, Senior Vice-President for Affirmative Action at the Urban Development Corporation, testifying in New York City, emphasized the commitment of his agency to minority contractors, employees and trainees. He also stated that it is incumbent upon the local communities and community leaders to seize the initiative in this area (Vol. II, p. 230).

Provisions for Servicing Hispanics

The Urban Development Corporation at present has supported the following projects:

Bronx Terminal Market, South Bronx

Construction of a wholesale farmer's market in the South Bronx. Total development cost is \$950,000. Project is estimated to create approximately 52 new jobs.

East 138th Street Facade Improvement, Bronx

Commercial facade improvement project expected to generate 150 permanent jobs and 75 construction jobs. Total development cost is \$700,000.

Farberware Land Use Improvement, South Bronx

Plant renovation and expansion; 1,200 jobs were saved and 300 new jobs were created over a three-year period. Total project cost is \$18 million.

Fordham-Plaza, Bronx

Mixed-use commercial complex containing a 13-story office building with 40,000 square feet of retail space, 350,000 square feet of office space, and a 500-car parking facility. The project is estimated to produce 1,850 new permanent and construction jobs. Total development cost is \$65 million.

La Marqueta Facade, East Harlem

Commercial revitalization of area on East 116th Street. Project estimated to generate 35-40 jobs. Total project cost is \$800,000.

Phillip-Jones Building, South Bronx

Renovation of a six-story industrial building of approximately 120,000 square feet. Total project cost is \$2.6 million. An estimated 540 manufacturing and construction jobs will be created.

Yankee Mall, Bronx

Renovation of a two-story building to be used for retail and office space. Total project cost is \$2.1 million, and an estimated 100 new jobs will be created.

Minority and Women-Owned Business Contracts

Minority and Women-owned Business contracts for 1984 totalling \$5,907,446, with additional 1984 revenues still pending. Hispanic firms received 49% or \$2,894,674 of these revenue dollars.

Out of 268 minority and women-owned businesses registered with the Corporation, 66 or 25% are Hispanic. It should be noted that those 268 firms are part of an overall database of approximately 500 firms which include firms registered by the New York State Department of Transportation and the United States Small Business Administration.

During 1984, out of 45 contracts awarded to minority firms, 27% or 12 of the contracts were awarded to Hispanic firms.

No data on Hispanic work force is provided as agency does not fall under civil service jurisdiction.

URBAN DEVELOPMENT CORPORATION

Findings

- . Need for urban development in Hispanic communities throughout the State.

Recommendations

- . Give priority to the redevelopment, renovation and rehabilitation of Hispanic communities throughout New York State.

DEPARTMENT OF LABOR

Agency Goals, Objectives and Functions

The Department of Labor is responsible for enforcing laws and regulations that protect employee benefits, rights, health, and safety. It also operates a comprehensive employment service, supervises job-related training programs, and provides benefits to the unemployed. It is responsible for the following programs:

- Job Service and Training, including the Job Training Partnership Act (JTPA)
- Unemployment Insurance
- Occupational Safety and Health
- Labor Standards
- Mediation Services
- Labor Relations
- State Manpower Training

Relevance to Hispanic Community

The poverty that plagues the New York State Hispanic community could be effectively ameliorated if its employment situation could be improved. At present, though, the employment situation of New York State Hispanics is characterized by relatively low rates of participation in the labor force, high rates of unemployment, and low wages. Therefore, the programs of the Department of Labor are of vital importance to the Hispanic community.

The hearings clearly point up the Department's importance to Hispanics. As Felix S. Sanabria, of the Hispanic Society of the Department of Sanitation, City of New

York, made clear, for Hispanics, the issues are jobs, promotions, pay equity, recruitment and training discrimination (New York City, Vol. II, p. 473).

The Hispanic situation in New York State is not dissimilar to that of the Hispanic situation nationwide. The National Commission for Employment Policy found that nationally, Hispanic Americans face three barriers to success in the job market: lack of proficiency in English, low levels of formal schooling, and discrimination. By far, the most important barrier is difficulty with English. The Hispanic subgroups, however, suffer in very different ways and to different degrees. This diversity of problems reflects the varieties of location, education, and immigration/settlement history of the people called "Hispanic".

The New York State Department of Labor's responsibility for job-related training programs could play a pivotal role in the improvement of the employment situation of the New York State Hispanic population. The New York State economy demands skilled labor. Yet Edward Gonzalez, Jr., from the New York State School of Industrial and Labor Relations at Cornell University, reports that Hispanics are concentrated in unskilled and semi-skilled, low level, dead-end jobs, and concentrated in the manufacturing sector of the economy, a sector which is declining relative to others (NYC Vol. I, p. 706). Moreover, if skilled labor is defined by jobs that

demand at least a high school diploma, more than half a million Hispanics 25 and over are not qualified for this type of employment.

The New York State Department of Labor is making an attempt to train this population with its participation in the Job Training Partnership Act under its program "Training Services for the Disadvantaged". More than 250,000 New York Hispanics between the ages of 16 and 65 fall under the category of disadvantaged. Small dents in the training needs of this group are being made, but much more is needed. For instance, during the Suffolk County public hearing, Rick Montano testified that no appropriate resources for training, or contracts are available for Hispanics in Suffolk County (p. 40). During the period of October 1983-June 1984, JTPA was able to train only 8,589 Hispanics, 24% of all trained during that period (JTPA Participation Status Report 10/1/83 - 6/30/84).

The JTPA training program for dislocated workers is of great importance to the Hispanic worker. Deputy Commissioner Virgil Hodges of the New York State Department of Labor testified in the Albany hearings that:

"worker dislocation operates more strongly in occupations such as machine operator, where Hispanics represent one third of that workforce. This displacement means that inordinately Hispanics will be affected." He added that, "the situation for Hispanics is worsened by the reality that when the labor force is reduced, those that are most recently hired are the first to be affected, and this translates into Hispanics and minorities" (pp. 338, 343).

JTPA Employment and Training Assistance for Dislocated Workers is set up to provide training, retraining, job search assistance, placement, and relocation assistance to dislocated workers. A JTPA report for the period of July to December, 1984, showed that 2,521 dislocated workers requested services, but of these only 152, or 6%, were Hispanic (Department of Labor, Division of Affirmative Action Program, Table 485, Unpublished Report). This low figure suggests that this service might not be fully known or accessible to the Hispanic worker.

Dr. Samuel Negrón, National Program Director of the National Puerto Rican Forum, evaluated the impact of JTPA on the Hispanic community, and stated that:

"JTPA has had the effect of not only reducing the input of community-based organizations, which had demonstrated effectiveness on planning councils within the State, but in fact has discriminated against the organizations as potential providers of training and services... JTPA has primarily adhered the needs of employers and the identification of community members that have high enough educational and English language skills to qualify for participation in projects offered by the new providers... The sectors within the Hispanic community that require the most attention and service are the poor, those on welfare with least educational attainments, few marketable skills, poor English language skills, but these people receive the least" (Suffolk, p. 117).

Hispanics are underrepresented in other employment and training programs as well. The Work Incentive Program (WIN) is an employability development and job placement program targeted to recipients of Aid to Families with Dependent

Children. It provides employability assessment, training, job search, referral and placement. New York State has 97,705 Hispanic families eligible for this program. During the 1984 Federal fiscal year, however, only 3,488 Hispanic registered applicants entered employment, which comprised 21% of the total of applicants (Department of Labor, Affirmative Action Program, February 4, 1985, Unpublished Report). Considering the total need, a very small number of Hispanics are being reached. For example, the Puerto Rican Forum, which has one of the largest funded WIN programs, is only funded for 80 slots.

The Displaced Homemaker Program provides training, counseling and services to former homemakers with no current means of support. During the period May 1, 1983-April 30, 1984, 5,095 applicants were served, of which 183 were Hispanics, which comprised 3.6% of the total. Again, this is a program which is being underutilized by Hispanics.

The Department of Labor also funds the Westchester-Putnam Affirmative Action Program, Inc., which is designed to increase minority and women's representation in construction trades. By December 1984, they had been able to place only six Hispanics, which represented 7.7% of the total placements. The Department of Labor also contracts with the Westchester-Putnam Affirmative Action Program, Inc., for a pre-employment training program to prepare youth for on-the-

job training opportunities in the word/data processing, counseling, job development, and placement services fields. In the first 6 months of 1984, 30 youths had entered training and 26 had successfully completed the program; of these, two were Hispanic, or 7.7% of the total.

In addition to its training responsibilities, the New York State Department of Labor has a variety of job services functions that can provide vital service to the Hispanic worker. But these services, too, are being underutilized by Hispanics.

The Department of Labor Job Service Program provides recruitment, testing, counseling, and placement services to unemployed and underemployed persons, and develops training programs to improve job readiness for applicants who lack adequate skills. Job services are undoubtedly needed by the Hispanic community which has an unemployment rate averaging 12%. Currently there are about 136,020 Hispanic persons in need of such services.

In a six month period, July-December, 1984, 22,418 persons identified as Hispanics were found jobs through the Department of Labor job placement system, which comprised 25% of the total placed by the Department. Ostensibly, this service needs to reach a larger number of Hispanics to make an impact on their unemployment situation (Department of Labor, Division of Affirmative Action Program, February 4, 1985, Unpublished Report).

The Department of Labor also administers the Targeted Jobs Tax Credit Program, under which employers receive Federal tax credits for hiring economically disadvantaged and handicapped people. During July 1983-June 1984, it authorized 45,336 tax credits, of which 7,122 or 15.7% were for Hispanic persons (Department of Labor, Division of Affirmative Action Programs, February 4, 1985, Unpublished Report).

Unemployment figures among Hispanic youths are very high. In 1984, almost 2 out of 10 Hispanic youths were seeking employment in New York State (19.4%). The New York State Department of Labor has the following programs directed to youth.

Adolescent Vocational Exploration Program (AVE), which is designed to assist 14 to 17 year old teenagers to define and clarify their career and educational goals. In a 6 month period in 1984, 207 Hispanics were enrolled in the program, which comprised 18.1% of the total enrollment.

School to Employment Program (STEP), which is designed to assist 16 to 17-year-olds remain in school by working part-time for a maximum of 1,000 hours a year. In December 1984, there were 1,678 Hispanic participants, comprising 18.5% of the total participants (Department of Labor, Division of Affirmative Action Programs, February 4, 1985, Unpublished Report).

To increase their job services to Hispanics, the New York State Department of Labor has established several programs. A separate unit, Hotline Trabajo, provides job referral and outreach services for Spanish-speaking residents in New York City. It provides information about employment, training, unemployment insurance. It also works with Spanish-speaking employers to increase their job orders for applicants. During 1985, Hotline Trabajo has received 9,000 phone calls and served 302 visitors.

Another attempt to increase job services to Hispanics is the Job-a-Thon on Spanish radio stations. The last one, on November 17, 1984, received 1,100 applicant inquiries and 248 job orders and openings.

Another way of bettering the employment situation of Hispanics is by aiding Hispanic businesses enterprises. The New York State Department of Labor funds a variety of programs whose function is to increase women and minority participation in businesses. For example, the New York State Department of Labor funds the Alliance of Majority to Minority Contractor's Internship Program, Inc. This program is designed to give qualified minority and female entrepreneurs an opportunity to be "matched" with large majority construction companies, while the participant intern learns all aspects of the construction business. By December 1984, two Hispanics had completed the program, comprising 6.3% of all those completing the program. However, Frank

Lopez, Assistant Director of Affirmative Action of the Department of Environmental Conservation, raised the point that there are problems in identifying prime minority contractors (Buffalo, p. 190).

The New York State Department of Labor Minority and Women-Owned Business Enterprise Program tries to increase minorities' and women's business enterprises' participation in State purchases and contracts. In 1984, of a total allocation of \$1,163,484 discretionary purchase activity statewide, \$50,000, or 4.3% of the total, went to Hispanic businesses.

Great numbers of the migrant workers utilized in the State are Hispanic, most are Puerto Ricans who routinely travel to New York each year, and face a number of problems associated with living in isolated areas, away from family and friends, lacking health and educational services, having problems with the English language, and discrimination.

As Elizabeth Guaniles, a member of the Suffolk County Human Rights Commission stated,

"... the migrant worker, because of ruralization, poor housing, poor sanitation, and poor working conditions, is 20 times more susceptible to a wider range of health problems, this being the third most dangerous occupation in the country" (Suffolk, p. 154-155).

Non-Puerto Rican farm workers, Mexicans for example, face the additional burden of having to prove citizenship in order to receive services.

Although the Department of Labor of Puerto Rico provides seasonal farm workers with contractual rights which include benefits, medical attention, as well as inspection of migrant camps to monitor the implementation of the contracts, a substantial amount of Puerto Rican agricultural workers migrate on their own, without the benefits that those with contracts have.

The influx of Puerto Rican farm workers without contract is viewed by Carmen Rabiére, Project Director for the Oswego office of the Rural New York Farm Workers Opportunities, as the result of apprehension toward government programs.

Perhaps the most pressing problem faced by migrant farm workers is lack of advocacy,

"if they are injured or get sick, they are dismissed from the job or sent back home without the least preoccupation on the part of the employer" (Westchester, Rev. Dominguez, p. 129).

The Department of Labor has estimated that in 1983 there were about 15,000 seasonal farm workers in New York State, of which 1,300 are food processing workers. Farm workers are excluded from coverage under the Disability Benefit Law and Unemployment Insurance. The law only covers about 25% of farm workers because in order to be eligible the workers must be employed by a grower giving employment to over 10 persons (Carmen Rabiére, Rochester, p. 324).

Provisions in Agency for Servicing Hispanics

The Department of Labor publishes about 25% of its brochures in Spanish. Its Job Service Division has about 15% of its forms in Spanish. The Unemployment Insurance Division has three-fourths of its forms in Spanish.

With regard to signs, the Unemployment Insurance Division has all signs in Spanish, the Job Service Division about 15%.

Providing literature in Spanish proves to be difficult because of the lack of personnel to do written translations. This agency has no Spanish translators and could utilize two.

In the past year, the Department has sponsored no Hispanic cultural awareness courses. Lack of personnel was cited as the main difficulty in this area.

The agency runs one program specifically geared toward Spanish-speaking clients, the "Hotline Trabajo." This is staffed by bilingual/bicultural personnel capable of responding to questions from Spanish-speaking callers regarding job opportunities. Cost was reported as a major difficulty in providing bicultural services.

The Department employs in the Spanish-speaking parentnetic categories:

- 4 Senior Clerks
- 12 Clerks
- 1 Senior Stenographer
- 2 Employment Security Claims Trainees
- 21 Unemployment Security Claims Examiners
- 3 Labor Standards Investigators
- 3 Employment Counselors

- 89 Employment Interviewers
- 3 Rural Employment Aides
- 1 Employment Security Clerk
- 28 Senior Employment Security Clerks
- 1 Senior Employment Security Clerk 55B
- 1 Employment and Training Programs Advisor

The Department of Labor reported a total discretionary procurement activity and purchases of \$885,051 during the period September 1983-August 1984, of which \$444,971 (50.28%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 47 illustrates the Hispanic representation in the Department of Labor.

TABLE 47

TOTAL WORK FORCE AND HISPANIC WORK FORCE

DEPARTMENT OF LABOR

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	320	4	1.25
Professionals	3,430	163	4.75
Technicians	346	5	1.45
Protective Service Workers	0	0	
Para-Professionals	4	1	25.00
Office/Clericals	2,152	78	3.62
Skilled Craft Workers	29	0	
Service Maintenance	22	0	
Unknown FOC	<u>1</u>	<u>0</u>	<u></u>
TOTAL	6,304	251	3.98

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF LABOR

Findings

- . The number of Hispanics who need the services of the Department of Labor is so large that the Department does not have the capabilities to meet these needs. The specific problems cited include:
- . low rate of participation in the labor force
- . high rate of unemployment
- . high representation in unskilled labor
- . insufficient numbers of Hispanics in JTPA.
- . Large numbers of migrant workers utilized in the State are Hispanics, most are Puerto Ricans.
- . Hispanic migrant workers are faced with problems associated with living in rural, isolated areas in addition to special problems:

Recommendations

- . A Hispanic Employment Developmental Foundation should be created to target solutions for these issues.
- . The Department of Labor must develop guidelines and standards to assure that programs reach the neediest population.
- . The Department's employment training must be designed taking into consideration low levels of schooling, difficulties with the English language and allow for currently needed skills to be taught in Spanish when necessary.
- . The Department must develop, fund, and prioritize program development for the training of Hispanic women. Special attention must be focused on young single mothers and displaced homemakers.
- . Training programs for young adults must be linked with school educational programs.
- . Unionization of farm workers must be encouraged.
- . Aggressive enforcement of current migrant labor laws and regulations must be enacted:
- . Increase the number of Hispanic enforcement officials.

- . lack of health, educational, and housing services
- . problems with English
- . Discrimination; Puerto Rican migrant workers are often treated as non-citizens and denied services.
- . Lack of advocacy.
- . Lack of disability and unemployment benefits.
- . A substantial amount of migrant workers not under State contract.
- . The Department provides very little public literature in Spanish and has no in-service cultural programs, which reinforce feelings of discrimination among Hispanics.
- . Minority business enterprise contracts are not categorized by ethnicity.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Comprehensive health care insurance for all migrant workers must be guaranteed.
- . Migrant workers must be included in disability and unemployment programs. Work with the Legislature to develop and enact legislation to include all migrant workers in disability and unemployment programs.
- . Provide all public literature in Spanish, bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

**DIVISION OF HOUSING
and
COMMUNITY RENEWAL**

Agency Goals, Objectives and Functions

The Division of Housing and Community Renewal (DHCR) seeks to ensure the provision and maintenance of adequate and affordable housing for the State's low and middle income populations, and for populations with special needs. The Division plays a central role in formulating State policy for housing planning, development, and financing, maintaining the State's low and middle income housing stock, and providing technical assistance to communities in housing and community revitalization.

As of April 1, 1984, DHCR acquired responsibility for all four existing rent regulation systems in the State. Additional objectives of the Division are to:

- 1) Make recommendations to the Governor on housing production needs.
- 2) Strengthen oversight and supervision of community preservation programs.
- 3) Continue to improve the supervision of the Mitchell-Lama middle income housing programs.
- 4) Monitor activities related to Mitchell-Lama construction defects and tenant health and safety legislation.
- 5) Complete a middle income housing management information system.
- 6) Encourage energy conservation in State-assisted housing.

One area of particular importance to DHCR is community development through the State's Neighborhood and Rural Preservation Program. This program provides administrative funds for community based organizations engaged in such activities as rehabilitating housing stock, surveying community needs, and repairing and maintaining property.

Relevance to Hispanic Community

DHCR becomes a State agency of increasing significance to Hispanics when we consider that adequate housing is one of the most important issues in the Hispanic community. Hispanics are a highly urbanized group, concentrated primarily in central cities. Eighty-four percent live in standard metropolitan statistical areas, compared with 68% of the general population. When compared with the aggregate profile of metropolitan dwellers, Hispanics are more likely to be renters, more likely to live in inferior quality structures, and more likely to live in overcrowded conditions. According to Department of Housing and Urban Development data, 58% of the Hispanic population rent shelter, as compared with 35% for the general population. Moreover, the chances of a Hispanic household living in deficient housing is more than twice that of the general population. Only 48% of Hispanics are able to pay for adequate housing without spending more than the 25% of their income (traditionally accepted as the maximum amount to pay for adequate housing).

In the areas of homeownership and displacement, the picture is equally distressing. In 1980, 42.4% of Hispanic households owned housing units, compared with 65.5% for the total population. Hispanic traditional "barrio" strongholds such as the Lower East Side in New York City and Borum Hill in Brooklyn are undergoing displacement of neighborhoods as targets of "redevelopment" because residents are poor and lack the economic clout to resist this onslaught. This process of gentrification has catalyzed groundswells of protest from affected communities, which fear that they will fall prey to the narrow interest of real estate developers. What emerges then, is an overall housing crisis engulfing New York State, with its low vacancy rate, that has had a disparate effect on the Hispanic community.

The housing crisis affecting Hispanic communities was addressed by Reverend Eduardo O'Neal, Associate Pastor of St. Gabriel Church, speaking on behalf of Margarita Laboy, Chairperson of New Rochelle's Mayor's Hispanic Advisory Committee. He stated that:

"our housing problem is one that affects each and every member of my parish as housing becomes more and more expensive, and deterioration of existing units becomes more and more frequent, and decent housing just slips into the high income bracket and leaves us with crumbling walls and unrepaired paint peeling off inadequate apartments. How many times have I heard from the people of my parish of the rotten conditions that they have to live in" (Westchester, p. 203).

Reverend Jose Fernandez, pastor of the Episcopalian Church of Port Chester, White Plains, testified during the

Westchester hearings that Hispanics are denied housing due to discrimination (p. 49).

Jose Alvarez, representing the community-based organization Latino Zion, pointed to specific neighborhoods suffering gentrification:

"We have been struggling against the displacement of Hispanics in the Borum Hill-Gowanes area of downtown Brooklyn--one of the first Puerto Rican communities to have been established in New York City--the process actually has finished and tremendous Hispanic areas have already been emptied and substituted by the process of gentrification.

This has also happened on the Lower East Side, significant areas of Williamsburg, and almost all the Puerto Rican and Hispanic communities in New York City. There is a very specific need in terms of tenants being able to demand services and to sue against harassment by the landlords and illegal rent increases. We must protect tenants in small buildings. This is one of the ways our people have been driven out of apartment buildings with under five units: the landlord can increase the rent by the amount he wishes when the lease expires" (New York City, Vol. III, pp. 121-124).

In the State's effort to help low-income public housing, the State provides funds to meet operating costs and to assist in restoring the physical condition of projects. This is also an area of special importance to Hispanic communities. For example, in New York City, of 8,248 units of public housing, some 2,960 are in predominantly Hispanic neighborhoods (John J. Christian, New York City Housing Authority).

There are no reliable statistics to completely inform of the number of Hispanics who wander homeless, the unsheltered. However, a report on "Conditions and Needs of

the Homeless" issued in 1984 by the New York State Department of Social Services indicated that families in shelters are twice as likely to be Hispanics as compared with Whites.

The outlook for 1985 is even bleaker when we consider cuts in the proposed Federal 1986 budget, which would cost New York State \$341 million and have a 20-year impact of over \$1 billion in losses. Losses of 9,915 low income units of Section 8 housing and over 1,000 units of elderly housing would result.

Provisions in Agency for Servicing Hispanics

In a State and Federal budget totaling \$126,779,270, Hispanic organizations received only \$4,654,229 in direct and indirect funding. These figures include Hispanic organizations controlled and operated by Hispanics and those operated by other ethnic groupings which service Hispanic constituencies. If one removes those organizations servicing Hispanics but not operated by them, the figure is substantially lower. The figures are as follows:

- Neighborhood Preservation Companies	\$1,984,269
- Office of Urban Initiatives	833,105
- New York State Supplemental Budget	952,500
- Single Room Occupancy Program	884,355

The Division of Housing and Community Renewal has outreached to the Hispanic community. For example, the Commissioner has appeared on Herman Badillo's Urban Journal, staff has developed in-field tours of Hispanic preservation

programs, keynote addresses at Hispanic housing coalitions, art exhibits, and ground breaking ceremonies.

The Division of Housing and Community Renewal reported that only 6% of its brochures and 3% of its forms are available in Spanish, but all signs are available in that language. The agency's chief problem in providing literature in Spanish is the lack of personnel to do written translation. However, recent increases in Spanish-speaking personnel mean that more literature will be scheduled for translation. This agency has no Spanish translators on the staff, and reported to be in need of a minimum of two in order to satisfy its needs.

With regard to in-service courses in Hispanic cultural awareness, the Division did not sponsor any such training this past year. The lack of adequate material was given as the main reason for the absence of such courses.

While this agency has no programs specifically geared toward Hispanics, its Neighborhood Preservation Program has a substantial percentage of Hispanic clientele. This agency reported that lack of knowledge is the major difficulty in providing bicultural programs for Hispanics.

With regard to Spanish-speaking parenthetics, this agency employs one Housing and Community Development Representative and one Housing and Community Development Assistant.

The Division of Housing and Community Renewal reported \$462,500 in discretionary procurement activity and purchases during the period September 1983-August 1984, of which \$21,031 (4.55%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 48 illustrates the Hispanic representation in the Division of Housing and Community Renewal.

TABLE 48

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF HOUSING AND COMMUNITY RENEWAL

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	66	8	12.12
Professionals	319	6	1.88
Technicians	186	18	9.68
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	329	42	12.77
Skilled Craft Workers	2	0	
Service Maintenance	4	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	907	74	8.16

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF HOUSING AND COMMUNITY RENEWAL

Findings

- . The Division has not successfully addressed the needs of housing for Hispanics:
- . Housing has become unaffordable, displacement due to gentrification is growing rapidly.
- . Deterioration of housing in Hispanic communities rising rapidly.
- . A large proportion of homeless individuals are Hispanics.
- . Homelessness is also a threat to low-income Hispanic families.
- . Efforts to deal with housing discrimination are inadequate and insufficient.
- . Discrimination is still a factor affecting service delivery.

Recommendations

- . Place special emphasis on planning, development, and financing of housing in Hispanic communities:
- . Monies must be targeted for construction and renovations of housing within areas with large Hispanic concentration, e.g., the Homesteaders Program, Neighborhood Preservation Programs, Urban Initiative Programs.
- . Develop a plan with Social Services so that the \$12.3 million fund to be awarded to homeless programs be tapped to include the Hispanic homeless.
- . A proportion of these funds must be allocated for subsidizing rents of apartment dwellers, based on census tract data.
- . Reaffirm efforts to deter housing discrimination:
- . Provide all public literature in Spanish; increase the number of bicultural service programs and bicultural personnel are signs that the Division is making an effort to solve Hispanic housing problems.

- . There is limited use of discretionary procurement contract funds among minority businesses.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic enterprises.
- . Increase the use of Hispanic business enterprises, in particular to administer programs such as Homesteaders, Urban Initiative and Neighborhood Preservation.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Increase Hispanic representation in all categories; emphasis must be direct toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF TRANSPORTATION

Agency Goals, Objectives and Functions

The Department of Transportation is responsible for the State's transportation system, which includes highway, rail, mass transit, marine and aviation facilities. Its function is to coordinate and develop a comprehensive, balanced transportation policy.

The operating goals of the agency are met through the following programs:

1. Administration
2. Public Transportation
3. Regulation
4. Public Transportation Safety Board
5. Real Estate
6. Design and Construction
7. Westway Management
8. Traffic and Safety
9. High Maintenance
10. Westchester/Taconic Parkway Maintenance
11. Equipment Management
12. Waterways Operation and Maintenance

Relevance to the Hispanic Community

Transportation is a basic utility which every citizen has a need of. The availability of one of its components, mass transportation, is important to most citizens, but especially vital to low-income, suburban populations.

Jaime Suarez, President of La Asociacion Civica Latinos on Long Island, highlighted the transportation needs of the Hispanic community when he noted:

"our economic level a lot of times forces us not to own cars. Without a car and without mass transit a lot of the community cannot get around. Without a car, you can't get a job, can't get a to a day care center...we need mass transit in Long Island" (Suffolk, p. 402).

This was further elaborated on by Margarita Velasquez Rebollal, Construction Specialist, Long Island Affirmative Action, Inc., who stated that there is a desperate need to have a program funded to provide transportation for Hispanics on Long Island who are interested in entering the construction trade (Suffolk, p. 183).

Provision for Hispanic Community

The Department can play an important role for Hispanics in awarding contracts, as well as in providing adequate transportation. Indeed, in compliance with Executive Order No. 21, the Department is already helping to boost Hispanic business enterprises. During the period of October 1, 1981 to September 20, 1984, the Department of Transportation awarded 698 contracts; of these, 188 or 26% were given to Hispanic contractors. The monetary amount of these contracts was 4.5% of the total contract monies. Moreover, during the period September 20, 1984 to December 31, 1984, the Department awarded 193 contracts, 20 or less than 10%, of which were given to Hispanic contractors. The monetary amount of these contracts given to Hispanics represents .6% of the total contract monies.

The Department of Transportation reported a Spanish edition of its relocation booklet entitled "Si Tiene Que Mudarse...Nosotros Podemos Ayudar," as well as informational materials and application forms for their federally funded 16(b)(2) programs, and advertisements for contractual and employment opportunities. The major difficulty in developing literature in Spanish was reported to be the lack of personnel to do written translations. This agency has no Spanish translators on the staff, and could use two or three persons in that position.

In the past year, the Department sponsored no in-service courses in Hispanic cultural awareness for its personnel. Lack of interest among staff members to take such courses was cited as an obstacle to their development.

Although the Department does not have any program designed especially for its Hispanic clientele, it indicated the development of such programs would improve servicing this particular population. Lack of bicultural models was cited as an impediment to providing bicultural programs for Hispanics.

Table 49 illustrates the Hispanic representation in the Department of Transportation.

TABLE 49

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF TRANSPORTATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	103	2	1.94
Professionals	3,367	17	0.50
Technicians	1,535	9	0.59
Protective Service Workers	7	0	
Para-Professionals	188	1	0.53
Office/Clericals	1,156	11	0.95
Skilled Craft Workers	3,897	47	1.21
Service Maintenance	2,229	79	3.54
Unknown FOC	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL	12,482	166	1.33

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF TRANSPORTATION

Findings

- . Some Hispanic communities particularly in suburban areas, lack adequate public transportation.
- . There is a low utilization of Hispanics in capital construction projects.
- . Issues of discrimination still persist.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.

Recommendations

- . Target monies to improve low-income, public transportation in suburban communities.
- . Increase the use of Hispanic firms and personnel in capital construction projects.
- . Provide all public literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Increase the use of Hispanic business enterprises.

DEPARTMENT OF HEALTH

Agency Goals, Objectives, and Functions

The Department of Health promotes and supervises public health activities throughout the State, ensuring sound, cost-effective medical care for all State residents, and reducing the heavy toll of human resources taken by chronic disabling illnesses. These objectives are carried out through the Department's two major operating units, the Office of Public Health and the Office of Health Systems Management. The Department's area and field offices conduct health facility surveillance, public health monitoring and direct public health activities. In addition, this agency operates three health facilities engaged in advanced medical research and patient care. It also administers the Federal National Health Planning and Resources Development Act of 1974 in New York State.

The Department is organized into seven program areas: Administration and Executive Direction, Center for Health Promotion, Center for Laboratories and Research, Institution Management, Health Care Financing, and Health Care Standards, and Surveillance.

Relevance to Hispanic Community

Provisions for health care are a major concern for the Hispanic community. Studies tend to indicate that the poor

are more prone to experience health problems. In addition, studies indicate that certain health problems are more prevalent in certain groups. For example, asthma is more prevalent within the Puerto Rican group than other groups. A Puerto Rican Forum study indicated that Puerto Ricans have higher mortality rates from cirrhosis of the liver, accidents, and diabetes than does the general population. Puerto Ricans under the age of 15 have higher mortality rates from bronchitis, influenza, and pneumonia, diseases common among other groups, although they do not lead to such high mortality rates.

In addition, studies have shown that different groups use health services differently. The poor, many of whom are Hispanics, tend to underutilize health services. The underutilization may be contributed to various factors. During the public hearings some factors were discussed.

Nestor Riano, Medical C.S.W. from the North Central Bronx Hospital, pointed to the lack of human resources when he stated that:

"One of the problems why Hispanics do not get the benefits of medical care is that there is a lack of professional people in the field to give information of services that are essential. We have many services that Medicaid provides for people, such as home services, medical equipment, therapeutic devices, and yet, there are people bedbound for lack of a wheel chair" (Westchester, p. 252).

Ana Rosario, member of the South Brookhaven Health Council, feels that the lack of "front people", such as

receptionists and switchboard operators in medical facilities who are Spanish-speaking/bicultural discourages Hispanics from obtaining services. She also noted differences in cultural norms. For instance, Hispanic women are reluctant to be examined by male physicians or give personal-intimate details to persons whom they do not know well (Suffolk, pp. 173-174).

Ivette Salgado, Director of ABC Bilingual Health Professions Program and President of the Board of Directors of the American Action League in Rochester, indicated that the use of family members and children as translators violates the right of a patient to a proper and correct diagnosis and treatment plan (P. 179).

The Department of Health expressed awareness of, and concern about these issues. Dr. Linda Randolph, Director of the Office of Public Health, stated that:

"We are very concerned and have been working for some time to increase the number of minority positions. We are attempting to change the configuration of delivery of services in hospitals and to develop non-hospital based care delivery system (Albany, p. 443-444).

Although State health resources have the potential for delivering health care to all citizens, in actuality there is a lack of service to those most in need of proper care. In 1982, 21% of the State's non-White pregnant women (twice

the national average) gave birth having received late or no prenatal care. Absence of prenatal care is a major factor in low birth weight infants, which may result in developmental disabilities or death.

A recent Children's Defense Fund report underscored the need to improve prenatal care for low-income minority women in New York State. The CDF report found that New York does the worst job of any State in providing prenatal care to non-White women (Joseph Mendez, New York City Hearing Vol.I, p. 555).

Provisions in Agency for Servicing Hispanics

About three-fourths of the brochures and signs, and one-fourth of the forms of the Department of Health have a Spanish version. These publications are attractively provided in color and comic book version, appropriately designed for all, including those individuals with low levels of education. The major difficulty in providing literature in Spanish was given as cost. However, whenever the Department prepares messages for radio and television, Spanish versions are routinely developed for each campaign.

This agency has a staff of six Spanish translators, and it could utilize four more.

The Department of Health sponsored eleven in-service courses in Hispanic cultural awareness in the past year. The Department sponsored a week-long series of events around the

theme "Hispanics: A Diverse People Sharing Rich Cultural Ties" in celebration of Hispanic Heritage Week, September 16-22, 1984. The program included a panel on "Ethnocentrism and Biculturalism". Two Hispanic psychologists discussed the positive and negative aspects of being Hispanic in a predominately Anglo society. Similar activities were held in the Department's Area Offices in Buffalo, Rochester, Syracuse, New Rochelle, New York City, and the three institutions: Roswell Park Memorial Institute, Helen Hayes Hospital, and the New York State Veterans' Home at Oxford.

In June, 1984, training was held for members of the Affirmative Action Advisory Committee and program managers. The three days of off-site training was highlighted by a panel presentation of minority issues. A member of the Albany Hispanic community was invited as a speaker to address issues which affect the Hispanic community around the State.

On September 19, 1984, the Department sponsored a reception for the community at large in honor of Hispanic Heritage Week. It also co-sponsored the presentation of the film "Los Dos Mundos de Angelita" ("The Two Worlds of Angelita"), which focuses on the economic, social, and psychological issues affecting a non-English-speaking family migrating to New York City from Puerto Rico. The provision of additional Hispanic cultural awareness courses is difficult due primarily to the lack of qualified training personnel.

The Department sponsors a number of health-related programs that directly affect the Hispanic community. WIC (Women, Infants and Children) is one such program. It serves approximately 250,000 low income, nutritionally at risk, pregnant, post-partum, and breastfeeding women, in addition to infants and children. Hispanic participation in New York City as of September, 1984, was 61, 070 individuals or 41.7% the New York City total of 146,427 individuals served, and 67,679 or 27.0% of the statewide total.

Recognizing the problems experienced by some Hispanics in gaining access to health services because of language and cultural differences, the Department is conducting bilingual health education via public service announcements, TV spots, posters, and other health awareness activities.

The Department of Health employs one Medical Conduct Investigator in the Spanish-speaking parenthetic category.

The Department of Health had a total of \$9,341,814 in discretionary procurement activity and purchases during the September 1983-August 1984 period, \$297,748 (3.19%) of which was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 50 illustrates Hispanic representation in the Department of Health.

TABLE 50

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF HEALTH

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	211	3	1.42
Professionals	2,732	38	1.39
Technicians	546	2	0.37
Protective Service Workers	26	2	7.69
Para-Professionals	379	13	3.43
Office/Clericals	1,395	20	1.43
Skilled Craft Workers	145	3	2.07
Service Maintenance	519	33	6.36
Unknown FOC	1	0	
TOTAL	5,954	114	1.92

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF HEALTH

Findings

- . The Department of Health has not considered Hispanics as a group having special health needs and requiring a health delivery system with provisions for these differences.
- . The Department has no provisions for delivery of health care for patients with language difficulties, except for informational literature.
- . Lack of prenatal care among Hispanics leads to development problems and infant mortality.
- . Discrimination is still a factor affecting service delivery.
- . There is a limited representation of Hispanic businesses among discretionary procurement contracts.

Recommendations

- . A health delivery system must be designed to provide for these needs.
- . Health service delivery facilities must have official translators available 24 a day.
- . Prenatal care must be recognized as a public health priority:
- . Ease financial barriers to prenatal care for low-income women.
- . Establish community outreach and educational programs designed to inform high risk women of the importance of prenatal care.
- . Open community-based prenatal clinics in high risk areas.
- . Increase State funding for the Emergency Nutritional Assistance Program.
- . All public literature must be provided in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed.
- . Minority businesses must be categorized to include Hispanics as a separate item in order to facilitate monitoring of discretionary contract funds to Hispanic business.

- . Small proportion of Hispanic personnel in the labor force of the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Increase use of Hispanic business enterprises.
- . Hispanic representation in all categories must be increased; emphasis must be directed towards augmenting the number of Hispanics in policy-making and professional categories.

DIVISION FOR YOUTH

Agency Goals, Objectives and Functions

The Division for Youth (DFY) is responsible for the prevention of delinquency; as well as the care, treatment and rehabilitation of juvenile offenders, juvenile delinquents, persons-in-need-of-supervision and other trouble-prone youth. To fulfill these responsibilities, the Division is engaged in:

- 1) Directly rehabilitating youth through education, vocational training, treatment and counseling conducted in a variety of residential and nonresidential program settings;
- 2) Providing financial aid and professional guidance to localities and community-based organizations for the development of effective delinquency prevention and youth development programs;
- 3) Providing financial support to local social services districts for the care and maintenance of juvenile delinquents and persons-in-need-of-supervision placed in privately or municipally operated rehabilitation or detention facilities; and
- 4) Providing aftercare, counseling, and employment services to maintain youth in the community, and to avoid institutional placement.

The Division for Youth, through its Local Services' office, administers four funding streams, three of which originate at the Division. There are Youth Development/Delinquency Prevention, Special Delinquency Prevention Program and the Runaway and Homeless Youth Act Program. The fourth, Special Legislative grants, are authorized through legislation each year. In this legislation, State lawmakers designate specific agencies to

receive financial resources for the operation of youth programs.

The YDDP and SDPP-Type A grants are administered through the county youth bureaus. The SDPP-Type B grants, which are 100% funding, are administered directly by the Division for Youth.

In its 1984 Masterplan, the Division cogently outlines its mission and philosophy:

"The Division's first priority in dealing with the problems of delinquency is to prevent delinquent acts from occurring. To further this prevention concept, the Division actively supports programs which seek to foster the positive involvement and attachment of youth to family, school, and positive peer groups, recognizing that positive commitments on the part of youth reduce the likelihood of the occurrence of delinquent behavior... In summary, the Division's mission in preventing delinquency emphasizes in its method positive youth development" (pp. 8 - 19).

Relevance to Hispanic Community

The Division for Youth is of utmost importance to the Hispanic community, as almost one third of its population is under the age of 15, constituting the ethnic group with the largest concentration of young people. Hispanic youth comprised 12% of the State population under 18 years of age.

At the same time, the Hispanic population has the largest proportion of youth under the poverty level of any group in the State. It also has the largest proportion of youth with low levels of education, as well as the highest drop-out rate. All of these factors contribute to a troubled youth who can benefit from the services of the Division.

The magnitude of the problems confronting Hispanic youth was borne out at our hearings. During the Albany hearings, the former Executive Deputy Director of the Division for Youth, Ramon Rodriguez (currently the Chairperson of the Board of Parole), stated that of the 3,000 Hispanic youths in DFY residential facilities, 85 percent have reading and mathematics skills at the fourth grade level or below; 32% have learning disabilities and/or serious emotional problems. In addition to citing the risks inherent in such low educational levels, Ramon Rodriguez stated that "poor economic circumstances and weak family structure are additional factors that contribute to these youngsters' delinquency" (pp. 388-391).

In Buffalo, Carmen del Valle-Kraus also testified about the need for programs which address special developmental and educational needs of Hispanic teens (Written testimony, p. 2). In Westchester County, social workers Rosa Calderon and Mildred Kibrick, from the Yonkers Youth Connection, noted the lack of referral resources for troubled Hispanic families, and the lack of agencies with bilingual and bicultural staff (Westchester, pp. 152-157). The Nassau County Youth Board Executive Director, Ann Irwin, also cited the scarcity of Hispanic-oriented programs (Nassau, p. 167).

David Jones, Executive Director of the New York City Youth Board, sums up the critical issues as homelessness, drug dependency, functional illiteracy, poverty, lack of

acculturation, and lack of after school programs (NYC Vol. I, p. 261).

Provisions in Agency for Servicing Hispanics

The Division for Youth has established Hispanic Advisory Committee, comprised of community leaders throughout the State who provide advice and recommendations regarding programs affecting Hispanic youth within DFY facilities and within the community.

The Division also encourages positive youth participation through its Youth Council. The Council has two Hispanic members of a group of 35.

The Division for Youth has about one-fourth of its literature (forms and brochures) and signs available in Spanish. Currently the agency is in the process of translating into Spanish all program operations materials. Time, followed by cost, was reported as a problem in this area. The brochure entitled "12,000,000 Young People Have and You Haven't," is an example of the ones translated into Spanish.

There are no official Spanish translators in the Division, four could be utilized. No courses in Hispanic cultural awareness were sponsored last year. Cost was cited as the main reason.

The Division recently issued a Request for Proposal for a Cultural Awareness Curriculum. The intent of the proposal is

to develop a cadre of trainers within DFY who, in turn, will train DFY staff about the nuances of Black and Latino cultures.

In 1984 the Special Delinquency Prevention Program (SDDP), administered by the counties, had a total of 358 programs which served 521,493 youths. Of these youths, 7,113 (3.14%) were Hispanics. The Special Delinquency Program administered directly by the Division of Youth, had a total of 208 programs which served a total of 521,493 youths. Of these youths, 97,895 or 19% were Hispanic.

The Local Services' Runaway and Homeless Youth Program provided shelter to 11,149 young people. Of these, 2,959 (27%) were Hispanics. As additional 11,535 youngsters were provided services on a non-residential basis; however, the ethnic breakdown of these youth is not currently available.

The Division also funds Youth-Action-Home Away from Home in East Harlem, which is one of the two programs funded in New York City as part of the CBO Urban Home initiative. The Division provides a Bilingual Education Program in four of its residential facilities.

The Division for Youth reported a discretionary procurement activity and purchases of \$19,592,113 during the period September 1983-August 1984, of which \$51,113 (0.26%) was utilized in minority business enterprise contracts.

This agency had a total of \$1,101,486 in capital construction contracts during the same period, of which

\$8,611 (0.78%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

With regard to Spanish-speaking parenthetics, the Division employs 7 Youth Division Counselors, 2 Senior Youth Division Counselors, 1 Teacher, and 1 Community Relations Specialist.

Table 51 illustrates the Hispanic representation in the Division for Youth.

TABLE 51

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION FOR YOUTH

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	99	7	7.07
Professionals	958	45	4.70
Technicians	8	0	
Protective Service Workers	0	0	
Para-Professionals	1,148	67	5.84
Office/Clericals	338	9	2.66
Skilled Craft Workers	142	5	3.52
Service Maintenance	41	3	7.32
Unknown FOC	1	1	100.00
TOTAL	<u>2,735</u>	<u>137</u>	<u>5.01</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION FOR YOUTH

Findings

- . The Division for Youth has not been able to impact on the troubles facing our youth; the situation continues to deteriorate:
- . Very few preventive programs, low success rate.
- . Inadequate residential facilities for Hispanic youth.
- . Inadequate recreational programs for Hispanic youth.
- . Insufficient advocacy for troubled Hispanic youth.
- . Youth Council has low representation of Hispanic youth.
- . Discrimination is still a factor affecting service delivery.
- . Limited use of discretionary procurement contract funds among minority business enterprises.
- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories.

Recommendations

- . Creation of a Hispanic Bureau within the Division to properly address the needs of Hispanic youth.
- . Increase preventive services with Hispanic cultural components.
- . Improve residential facilities.
- . Improve recreational programs.
- . Improve advocacy.
- . Increase number of Hispanics in Youth Council.
- . Providing all public literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

WORKERS' COMPENSATION BOARD

Agency Goals, Objectives and Functions

The primary responsibility of the Workers' Compensation Board is to ensure that workers who are off the job because of injury or illness are compensated under programs covering both occupational and non-occupational disability and sickness.

The Board carries out its responsibilities through two programs: Workers' Compensation and Disability Benefits.

Relevance to Hispanic Community

Worker's compensation for employees of low socio-economic standing is indispensable. As for most Hispanics, it is the only means of support when illness or accidents occur. The reality is that not only illness is more prevalent among the poor, but most Hispanics work in operative and service occupations, where working conditions make for a higher prospect of getting injured.

The process of obtaining compensation is a difficult one. Litigation with insurance carriers is difficult and costly. This is especially true for Hispanics, particularly those who are recent immigrants to the country and have problems with the English language.

One of the deficiencies of Workers' Compensation is that the insurance payments are not sufficient, especially for those workers who have large families.

Mr. Richard Borda, Esquire, addressed the issue of inadequate insurance payments during the Suffolk County public hearings. He asked that:

"The possibility of looking into the Worker's Compensation law be investigated to find some way of increasing benefits to enable a worker to live with dignity when he has an accident" (Suffolk, p. 418).

In addition, Robert Steingut, Chairman of the Worker's Compensation Board considers that the worker's compensation system must be made more efficient and mechanisms must be developed to prevent dilatory practices by employers and to streamline arbitration of disputed medical bills (Worker's Compensation Board Newsletter, February 20, 1985).

Another problem cited during the Westchester public hearings is the inability of illegal workers to receive compensation when they are injured on the job (Rev. Francisco Dominguez, p. 132 and Rev. Jose Fernandez, p. 49).

Provisions in Servicing Hispanics

The Board has made some attempts to provide necessary bilingual literature or forms in an effort to improve service to Spanish-speaking claimants. The basic claim form, C-3, now includes instructions and a statement of rights in Spanish as well as English, and the Notice of Indexing, which is sent by the Board to every claimant, contains a complete Spanish translation of the English text. In addition, all notices of hearing and notices of decision, claim forms and

notices of rejection of claims on the disability benefit law and other key forms contain advisory statements in Spanish as to how the claimant may obtain further information. Claimant's Statement of Rights is printed in its entirety in Spanish. Insurance carriers are required to send the statement in every instance where an accident is reported to them. This new form gives a detailed account of the claimant's rights to benefits, medical care, a hearing before a Worker's Compensation law judge, reimbursement for drugs, and information about representation before the Board by an attorney or licensed representative. In addition Spanish-speaking employees are available to answer both in person and telephone inquiries.

The Workers' Compensation Board had a total discretionary procurement activity and purchases of \$181,379 during the September 1983- August 1984 period, of which \$24,834 (13.7%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 52 illustrates the Hispanic representation in the Worker's Compensation Board.

TABLE 52

TOTAL WORK FORCE AND HISPANIC WORK FORCE
WORKERS' COMPENSATION BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	48	0	
Professionals	304	11	3.62
Technicians	48	2	4.17
Protective Service Workers	6	1	16.67
Para-Professionals	5	1	20.00
Office/Clericals	1,018	60	5.89
Skilled Craft Workers	5	0	
Service Maintenance	60	0	
Unknown FOC	0	0	
TOTAL	1,494	75	5.02

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

WORKER'S COMPENSATION BOARD

Findings

- . There is no Hispanic on the Board of Directors, in charge of seeing policy for the Worker's Compensation Board.
- . Employers and insurance carriers employ dilatory tactics against Hispanic claimants.
- . Undocumented workers difficulties in obtaining earned benefits.
- . Insurance payments are insufficient.
- . Lack of programming designed to service Hispanics.
- . Limited use of minority businesses for discretionary procurement contract funds.

Recommendations

- . Appoint a Hispanic to the Board.
- . Support legislation to increase the penalty on employers and carriers for each hearing that must be adjourned due to the employers dilatory tactics.
- . Design a program to assist undocumented workers to obtain earned benefits.
- . Amount of Insurance payments should take into consideration not only the employee wages, but also family size.
- . Providing all public literature in Spanish, bicultural service programs, and having bicultural personnel are signs that Hispanics are welcomed.
- . Categorize minority businesses to include Hispanic businesses in order to facilitate monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase use of Hispanic business enterprises.

- . Small proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories.

- . Increase Hispanic representation in all categories; emphasis must be directed towards increasing the number of Hispanics in policy-making and professional categories.

STATE BOARD OF ELECTIONS

Agency Goals, Objectives and Functions

The State Board of Elections administers and enforces the New York State Election Law. The Board investigates possible violations of the Election Law, audits statements of election expenditures, and administers the State Election Board.

Relevance to Hispanic Community

The State Board of Elections can facilitate the advance of the Hispanic community by eliminating obstacles to Hispanic political participation. Hispanics, despite significant numbers, continue to be underrepresented in all major political bodies. For example, in New York City there are only 10 Hispanic elected officials despite a Hispanic population approaching two millions. In the 14 Assembly districts with the largest Hispanic populations in Manhattan, the Bronx, and Brooklyn, the number of unregistered Hispanics is over 200,000. The Hispanic community in New York State has failed to translate its growing population into political power.

Ms. Myrna Garcia Gross, testifying in Suffolk, said,

..."There has not been enough of an outreach from our representatives to the Hispanic community. But it works both ways...The Hispanic community does not really attempt to make themselves known. There is a lack of leadership within the Hispanic community, that is the problem we have in terms of representation" (p. 314).

On the other hand, Elizabeth Guaniles, member of the Suffolk County Human Rights Commission, observes, "Hispanic political apathy can be overcome. We proved to Suffolk County that we could run a campaign and do a good show when we have our own candidates" (p.152-171).

Provisions for Servicing Hispanic Community

Concerned with the language problems of Hispanic citizens, the State Board of Elections has translated the literature on voting into Spanish.

The Board of Elections reported a total discretionary procurement activity and purchases of \$12,696 in the period of September 1983-August 1984, \$95 (0.75%) of which went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 53 illustrates the Hispanic representation in the Board of Elections.

TABLE 53

TOTAL WORK FORCE AND HISPANIC WORK FORCE

BOARD OF ELECTIONS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	12	0	
Professionals	6	0	
Technicians	5	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	22	0	
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	46	0	

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

BOARD OF ELECTIONS

Findings

- . The Board of Elections has not addressed the issue of the low Hispanic voting pattern.
- . Registration forms are confusing and misleading. For example, the question "born in U.S.?" can be misleading to Puerto Rican citizens who were not born in the continental U.S.
- . Few provisions in agency to outreach Hispanics.
- . There is limited use of discretionary procurement contract funds among minority enterprises.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Create a task force to study and develop solutions to increase the participation level of Hispanic voters.
- . Simplify registration forms.
- . Provide all public literature in Spanish.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanic in policy-making and professional categories.

DIVISION OF STATE POLICE

Agency Goals, Objectives and Functions

The Division of State Police is in charge of prevention and detection of crime, and the apprehension of offenders throughout New York State.

Relevance to Hispanic Community

The State Police can be of great service to the Hispanic community as Hispanics are overrepresented among crime victims.

Provisions in Agency for-Servicing Hispanics

The Division of State Police provides about one-fourth of its brochures in the Spanish version; none of its forms and signs are in Spanish, however. The high cost of providing literature in Spanish was reported as an impediment in this area.

Although the agency has no official Spanish translators, Hispanic members of the State Police are used as such.

In the past year, two classes in Hispanic cultural awareness geared to its Basic School Recruits were sponsored. Cost was cited as a problem in providing training.

The State Police has no program designed for Hispanics, but estimates that the quality of services would improve if such programs could be developed. Again, high cost was reported as a problem.

The Division of State Police had a total discretionary procurement activity and purchases of \$2,289,109 during the period of September 1983-August 1984, of which \$28,780 (1.26%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 54 indicates the Hispanic representation in the Division's workforce.

TABLE 54

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF STATE POLICE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	35	0	
Professionals	179	1	0.56
Technicians	498	1	0.20
Protective Service Workers	2,948	135	4.60
Para-Professionals	128	0	
Office/Clericals	336	1	0.30
Skilled Craft Workers	22	0	
Service Maintenance	51	0	
Unknown FOC	1	0	
TOTAL	4,198	138	3.29

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF STATE POLICE

Findings

- . Lack of programming designed for the Hispanic community.
- . There is limited use of discretionary procurement contract funds among minority enterprises.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Increase outreach effort to Hispanic community.
- . Providing all public literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF ALCOHOLIC BEVERAGE CONTROL

Agency Goals, Objectives and Functions

The Division of Alcohol and Beverage Control issues licenses and permits to applicants seeking to engage in the alcoholic beverage industry, protects consumers and the general public by insuring compliance with the Alcoholic Beverage Law, and regulates the sale and distribution of alcoholic beverages through brand label registration, control of wholesalers' price margins and the establishment of minimum retail prices.

Relevance to Hispanic Community

The Division of Alcohol and Beverage Control is important to the Hispanic community because through its power to issue liquor licenses, it enables Hispanics to start a business enterprise.

Provisions in Agency for Servicing Hispanics

The Division of Alcohol and Beverage Control has reported that none of its brochures, forms or signs are available in Spanish, but are planning to translate some forms. This agency has no Spanish translators on its staff because it employs persons of Hispanic background who are utilized to assist any license applicant who may have

problems with the language on the application or in any other area.

This agency has not sponsored any in-service Hispanic cultural awareness courses in the past year, citing the lack of qualified training personnel as the major difficulty in doing so.

The Division has no programs designed especially for Hispanic clientele.

In terms of Spanish-speaking parenthetic employment, the Division has one Beverage Control Investigator.

The Division of Alcohol and Beverage Control had a total discretionary procurement activity and purchases of \$102,511 (20.44%) of which was utilized in minority business enterprises. Separate figures for Hispanics are not given.

Table 55 illustrates the Hispanic representation in the Division of Alcoholic and Beverage Control.

TABLE 55

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF ALCOHOLIC AND BEVERAGE CONTROL

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	156	1	0.64
Professionals	33	0	
Technicians	90	6	6.67
Protective Service Workers	0	0	
Para-Professionals	4	0	
Office/Clericals	195	12	6.15
Skilled Craft Workers	1	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	480	19	3.96

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF ALCOHOLIC BEVERAGE CONTROL

Findings

- . Lack of programming designed for the Hispanic community.
- . Reporting of minority businesses do not include a separate Hispanic category.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Increase outreach effort to Hispanic community.
- . Providing all literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF THE LOTTERY

Agency Goals, Objectives and Functions

The New York State Division of the Lottery is an independent division within the Department of taxation and Finance; it was established in 1976 to operate the New York State Lottery. This function is carried out through a single program, Administration of the Lottery.

The New York State Lottery consists of three types of games:

1. Instant Games
2. Lotto, a twice weekly pari-mutuel pick-your-own numbers game; and
3. The Daily Numbers Game, a daily fixed-odds numbers game.

By law, 45% of Instant and Lottery games sales is retained by the State as resource for education; for the Daily numbers game, 35% is retained as a revenue. Revenue from Lottery sales during 1986 is projected at approximately \$700 million, an estimated increase of \$100 million from 1984-85.

Relevance to Hispanic Community

The fact that 45% of Instant and Lottery games sales is retained by the State as a revenue for education, makes the operation of the program relevant to the well-being of the over one-half million Hispanics enrolled in the State's school system.

But at the same time, the Lottery is taking out needed monies from the Hispanic communities. Hispanics are one of the biggest markets for this industry. The predominance of poverty, unemployment and substandard living conditions in many Hispanic communities has made the Lottery one of the few perceived avenues for advancement.

Prior to the legalization of gambling through the Lottery, the "Numbers Game" offered this hope of escaping from poverty. Critics of the Lottery system maintain that the "Numbers Game" was more beneficial to Hispanic communities as it was a better source of employment than the State Lottery.

Provisions in Agency for Servicing Hispanics

The Division of the Lottery has been aware, from the beginning of its operation, of the importance of the Hispanic consumer market to the fulfillment of its revenue-raising objectives. This agency reaches the community through the dissemination of advertising messages translated into Spanish to the 1,220 licensed agents in Hispanic areas of New York City. Outreach efforts also include advertisement on Hispanic media. This past fiscal year, the Division purchased \$67,413 worth of advertising on radio stations WJIT, WADO, and WSKJ, and \$95,250 in Hispanic television commercials which run on WXTV and WJJU.

This Division has made an effort to inform the general public how Lottery revenues are used. Its education aid

brochures, published in English and Spanish, lists by school district the legislated distribution of its revenues. In 1983, a special 13 weeks television program was produced in Spanish on Channel 41 to inform the Hispanic community of the distribution of revenues, games, and prizes. Lottery personnel has also appeared on Hispanic radio and television to explain how the Lottery works.

In the area of marketing, the Division developed a special Lottery source modeled after the Puerto Rican "Loteria", but this project was phased out in the Spring of 1984.

The Division of the Lottery reported a total discretionary procurement activity and purchases of \$138,267 during the September 1983-August 1984 period, \$4,384 (3.17%) of which was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 56 illustrates the Hispanic representation in the Division of Lottery.

TABLE 56

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF THE LOTTERY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	14	0	
Professionals	58	3	5.17
Technicians	13	0	
Protective Service Workers	1	0	
Para-Professionals	5	0	
Office/Clericals	100	1	1.0
Skill Craft Workers	1	0	
Service Maintenance	12	0	
Unknown FOC	0	0	
TOTALS	204	4	1.96

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF THE LOTTERY

Findings

- . Lottery is taking out needed funds from Hispanic communities.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Study to determine amount of monies invested by Hispanic communities in lottery system and how this affects the economic well being of the community.
- . Amend state education revenue formula so that low income school districts receive a higher proportion of Lottery revenues.
- . Minority businesses must be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF MOTOR VEHICLES

Agency Goals, Objectives and Functions

The goal of the Department of Motor Vehicles is to improve highway safety. To that end, the Department tests the knowledge and driving skills of prospective drivers, and counsels violators before they harm themselves, or others.

Relevance to Hispanic Community

The constant flow of new Hispanic arrivals to New York State make the facilitation of obtaining a driver's license an issue of particular interest to the Hispanic community.

Provisions in Agency for Servicing Hispanics

About 25% of the brochures and forms and none of the signs at the Department of Motor Vehicles are in Spanish. Although the lack of Spanish literature is significant, this agency has focused on the more important forms and brochures to serve the Spanish-speaking community. They have a Spanish version of the NYS Driver's Manual to be disseminated in the near future, the driver's license application form is available in Spanish, as well as the written driver's examination. The main problem is making available a Spanish version of their literature is the lack of personnel to do written translations. The Department is currently exploring ways of responding to the increased need for Spanish versions of their public information.

Although the Department has no Spanish translators, existing employees are used for translating certain documents and forms, when possible. It was reported that they could utilize two Spanish translators.

This agency has not sponsored any in-service courses in Hispanic cultural awareness in the past year, time was cited as the main impediment to such endeavor; it was stated that the provision of such training would be most meaningful at the managerial level.

Among the programs specifically designed to service the Spanish-speaking clientele, the Department has informed of the establishment of Spanish-speaking titles in offices servicing sizeable Hispanic population, and increased efforts to insure the utilization of Hispanic media and community organizations to assist in the communication of agency services to the public.

Spanish-speaking parenthetics include 4 Senior Clerks, 3 Motor Vehicle Representatives 1, 3 Motor Vehicle Representations 3, 1 Motor Vehicle Investigator, and 4 Security Officers.

The Department of Motor Vehicles reported \$522,771 in discretionary procurement activities and purchases during the period of September 1983-August 1984, of which \$24,886 (4.76%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 57 represents the Hispanic representation in the Department's workforce.

TABLE 57

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF MOTOR VEHICLES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	149	0	
Professionals	297	3	1.01
Technicians	364	8	2.20
Protective Service Workers	5	4	80.00
Para-Professionals	11	0	
Office/Clericals	2,486	60	2.41
Skilled Craft Workers	14	0	
Service Maintenance	20	2	10.00
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	3,346	77	2.30

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF MOTOR VEHICLES

Findings

- . Few provisions in agency to service Hispanics.
- . There is limited use of discretionary procurement contract funds among minority enterprises.
- . The proportion of Hispanic personnel in labor force of agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Providing all public literature in Spanish; bicultural service programs and bicultural personnel are signs that Hispanics are welcomed by the Department.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.
- . Increase Hispanic representation in all categories; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DEPARTMENT OF TAXATION AND FINANCE

The Department of Taxation and Finance administers the State tax laws and serves as the general tax collection agency of the State. It also collects and administers local sales taxes, the New York City income and alcoholic beverage taxes, and the Yonkers income/earnings tax.

The Department carries out its functions through 11 programs: Administration and Central Services; Office of the Counsel; Tax Analysis; Tax Enforcement; Collection of Delinquent Taxes; Treasury; State Tax Commission; Audit; Revenue and Information Management; Systems Modernization and taxpayer Services.

Relevance to Hispanic Community

The Spanish-speaking taxpayers of New York State encounter a number of difficulties in complying with sales, income and other tax requirements. If we take into consideration that almost one out of five Hispanics over the age of 18 have problems with the English language, providing assistance in Spanish to inform on tax obligations, appropriate forms, and other matters related to complying with the tax law, becomes of utmost importance to the Hispanic community.

Provisions in Agency for Servicing Hispanics

The Department recognizes the difficulties encountered by Spanish-speaking taxpayers in New York State in complying with tax requirements. In order to provide assistance to Hispanic taxpayers in complying with their tax obligations, this agency has distributed posters in the Metropolitan New York area, printed in Spanish, which inform taxpayers of its toll-free telephone numbers for forms and assistance. Three of the Department's brochures are available in Spanish, additional brochures are being translated at this time. Lack of personnel to do written translation was reported by the agency as the main difficulty in providing literature in Spanish. The Department has no Spanish translators in the staff, and reported the need for one.

The Department of Taxation employs one Tax Compliance Agent 1, and one Taxpayer Service Representative 1 in the Spanish-speaking parenthetic category.

This agency did not sponsor in-service courses in Hispanic cultural awareness during the past year. Lack of qualified training personnel was cited as the major obstacle to providing such courses.

The Department of Taxation and Finance reported a discretionary procurement activities and purchases of \$11,305,336 during the period of September 1983-August 1984, of which \$22,662 (0.20%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 58 illustrates Hispanic representation in the Department of Taxation and Finance.

TABLE 58

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF TAXATION AND FINANCE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	55	0	
Professionals	1,591	17	1.07
Technicians	698	5	0.72
Protective Service Workers	0	0	
Para-Professionals	295	5	1.69
Office/Clericals	3,103	31	1.00
Skill Craft Workers	12	0	
Service Maintenance	30	1	3.33
Unknown FOC	<u>1</u>	<u>0</u>	<u> </u>
TOTALS	5,785	59	1.02

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF TAXATION AND FINANCE

Findings

- . Technical nature of tax literature impedes Hispanics with problems with the English language to fully understand the tax system.
- . There is limited representation of Hispanic businesses among discretionary procurement contracts.
- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Increase the number of documents translated into Spanish.
- . Minority businesses must be categorized to include Hispanic businesses in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Use of Hispanic business enterprises must be increased.
- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF VETERAN'S AFFAIRS

Agency Goals, Objectives and Functions

The Division of Veteran's Affairs provides comprehensive advocacy and technical assistance services to veterans, military personnel and their families, through a network of 56 field offices. The field offices cooperate with local governments in counseling veterans, and in processing entitlement claims.

Relevance to Hispanic Community

Veteran's Affairs is of particular importance to the Puerto Rican group as proportionally this group has larger number of veterans than the general population. Of special interest to Hispanics is the Division's involvement in the review of the Military Discharge Program, whose counselors represent minority and economically disadvantaged veterans seeking to appeal less-than-honorable discharges.

Provisions in Agency for Servicing Hispanics

The Division of Veteran's Affairs does not provide any literature in Spanish, but is in the process of preparing a Spanish brochure. Cost was reported as a major problem.

The agency has no Spanish translators and perceives no need for them. The Director is a former professor of Spanish and handles the needs in this respect.

No courses in Hispanic cultural awareness were sponsored in the past year. Cost was cited as the main difficulty.

The Division has no special program for Hispanics and considers that there is no pressing need for such services.

Table 59 shows the Hispanic representation in the Division of Veteran's Affairs.

TABLE 59

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF VETERAN'S AFFAIRS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	8	0	
Professionals	59	1	1.69
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	48	2	4.17
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	116	3	2.59

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF VETERANS' AFFAIRS

Findings

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.
- . Lack of programming designed to service Hispanic veterans and their families.

Recommendations

- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Providing all public literature in Spanish, bicultural service programs and having bicultural personnel would facilitate service delivery.

OFFICE OF PARKS, RECREATION, AND HISTORIC PRESERVATION

Agency Goals, Objectives, and Functions

The Office of Parks, Recreation and Historic Preservation administers eleven State park regions, encompassing 146 State parks and 34 historic sites. The Office also oversees statewide historic preservation activities, boating safety and education, the development of the Urban Cultural Parks Program, and several special park activities.

Relevance to Hispanic Community

The recreational facilities of State parks provides the Hispanic population, specially the inner city ones, with the opportunity to enjoy bucolic settings.

Provisions in Agency for Servicing Hispanics

The Office of Parks, Recreation and Historic Preservation reported that less than 25% of their brochures and forms and 25% of their signs are in Spanish. Cost was cited as the main problem in providing literature in Spanish.

Although the Office has no Spanish translators, 11 of their Park Patrol Officers are Spanish-speaking. This agency could utilize six Spanish translators in its workforce.

In the past year, this agency sponsored one in-service Hispanic cultural awareness course. Lack of adequate material was cited as the major problem in providing such training.

The Office has a program to serve the Hispanic clientele at the Roberto Clemente State Park in the Bronx, with a recreational program cost of \$14,900.00. The total expenditure of the Outreach Recreational Program that services Hispanics throughout New York City was \$19,550.00 in 1984.

In addition to publishing the Pool Schedule in Spanish, the NYC Region offers a Summer Transportation Program providing bus trips to State Parks for New York City community groups. About 20% of the groups serviced are Hispanic. It is estimated that \$30,000.00 of the Transportation Program provided trips for Hispanic groups in 1984.

The total expenditure for programs specifically geared for Hispanics in 1983-84 was \$64,415.00. Cost was cited as the main problem in developing programs for Hispanics.

The Office employs 16 Park Patrol Officers in the Spanish-speaking parenthetic category.

The Office of Parks, Recreation, and Historic Preservation reported \$27,304,941 in discretionary procurement activities and purchases during the period of September 1983-August 1984, of which \$580,314 (2.13%) was utilized in minority business enterprise contracts.

The Office had a total of \$16,533,362 in capital construction contracts during the same period, of which

\$408,421 (2.47%) went to minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 60 shows the Hispanic representation in the Office's workforce.

TABLE 60

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF PARKS, RECREATION AND HISTORIC PRESERVATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	174	3	1.72
Professionals	267	3	1.12
Technicians	81	2	2.47
Protective Service Workers	228	16	7.02
Para-Professionals	23	2	8.70
Office/Clericals	208	4	1.92
Skilled Craft Workers	463	8	1.73
Service Maintenance	820	20	2.44
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	2,264	58	2.56

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF PARKS, RECREATION, AND HISTORIC PRESERVATION

Findings

- . The proportion of Hispanic personnel in the labor force of the agencies in all occupational categories, especially in policy-making and professional categories, is small.
- . There is limited use of discretionary procurement contract funds among minority enterprises.

Recommendations

- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.
- . Categorize minority businesses to include Hispanics as a separate item in order to facilitate the monitoring of discretionary procurement contract funds to Hispanic business.
- . Increase the use of Hispanic business enterprises.

DEPARTMENT OF PUBLIC SERVICE

Agency Goals, Objectives and Functions

The Department of Public Service is the staff arm of the Public Service Commission. The Commission is responsible for regulating the rates and services of public utility companies subject to its jurisdiction. Its objectives are to ensure the consumer safe and adequate service at just and reasonable rates, consistent with energy conservation and environmental considerations.

The activities of the Department are carried out through two programs: Administration and Regulation of Utilities.

Among the companies regulated by the Commission are electric and steam corporations, telephone and radio corporations, gas corporations, and water corporations, other than those municipally operated. It also has jurisdiction over the siting of major steam, electric generating facilities, the siting of major electric and gas transmission lines, and the safety of natural gas facilities and liquid petroleum pipelines.

Provisions in Agency for Servicing Hispanics

The Department of Public Services had a discretionary procurement activity and purchases of \$547,770 during the period of September 1983-August 1984, of which \$75,562

(13.8%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 61 indicates the Hispanic representation in the Department's workforce.

TABLE 61

TOTAL WORK FORCE AND HISPANIC WORK FORCE

DEPARTMENT OF PUBLIC SERVICE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	48	1	2.08
Professionals	365	8	2.19
Technicians	67	5	7.46
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	130	3	2.31
Skilled Craft Workers	3	0	
Service Maintenance	2	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	618	17	2.75

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF PUBLIC SERVICE

Findings

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Hispanic representation in all categories must increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

DIVISION OF THE BUDGET

Agency's Goals, Objectives and Functions

The Division of the Budget is responsible, under the direction of the Governor, for the preparation and execution of the State's expenditure and revenue plans. Its major responsibilities are to:

- provide fiscal policy advice to the Governor;
- coordinate the development and execution of State programs and budgets;
- coordinate State-Federal and State-Local relations;
- conduct studies for management improvement in State government.

Relevance to Hispanic Community

The budget reflects the State's priorities and stipulates which needs will be met. The Division of the Budget's responsibility to provide fiscal policy advice to the Governor and coordinate the development and execution of State programs and budgets will therefore influence which of the needs of the Hispanic community will be met and the degree to which they will be met.

Provisions in Agency for Servicing Hispanics

Table 62 illustrates Hispanic representation in the Division of the Budget.

TABLE 62

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF THE BUDGET

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	22	0	
Professionals	234	4	1.71
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	84	0	
Skill Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	344	4	1.16

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF THE BUDGET

Findings

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, especially in policy-making and professional categories, is small.

Recommendations

- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

STATE INSURANCE FUND

Agency Goals, Objectives and Functions

The State Insurance fund operates as a non-profit insurance carrier and provides New York's public and private employers with worker's compensation and disability benefits coverage. The Fund is administered by a Board of Commissioners appointed by the Governor.

Provisions in Agency for Servicing Hispanics

The State Insurance Fund had a total discretionary procurement activity and purchases of \$497,802 in the period September 1983-August 1984, of which \$165,483 (33.24%) was utilized in minority business enterprise contracts. Separate figures for Hispanics are not given.

Table 63 illustrates the Hispanic representation in the State Insurance Fund.

TABLE 63.

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE INSURANCE FUND

FEDERAL OCCUPATIONAL CATEGORY	AGENCY TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	32	0	
Professionals	781	11	1.41
Technicians	124	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	1,231	70	5.69
Skilled Craft Workers	3	0	33.3
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	2,173	82	3.77

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE INSURANCE FUND

Findings

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories especially in policy-making, and professional categories, is small.

Recommendations

- . Hispanic representation in all categories must be increased; emphasis must be directed toward increasing the number of Hispanics in policy-making and professional categories.

COMMISSION ON PUBLIC EMPLOYEE PENSION AND RETIREMENT SYSTEMS

Agency Goals, Objectives and Functions

The Commission on Public Employee Pension and Retirement Systems is authorized to conduct studies of the types and costs of benefits provided by the eight public employee pension or retirement programs. The Commission reviews and comments on all pension legislation, as well as recommends pension reforms to the Governor and the Legislature.

Provisions in Agency for Servicing Hispanics

The Commission on Public Employee Pension and Retirement Systems reported that it has only minimal contact with the general public, that it promulgates no public literature and, therefore, it perceives no need for documentation in the Spanish language.

Table 64 illustrates the Hispanic representation in the Agency personnel.

TABLE 64

TOTAL WORK FORCE AND HISPANIC WORK FROCE

COMMISSION ON PUBLIC EMPLOYEES PENSIONS AND RETIREMENT SYSTEMS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	7	0	
Professionals	0	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	3	1	33.33
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	10	1	10.00

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COMMISSION ON PUBLIC EMPLOYEE PENSION AND RETIREMENT SYSTEMS

Findings

- . None of the officials or administration is Hispanic.

Recommendations

- . Hispanic representation in policy-making and professional categories is a necessary goal.

EXECUTIVE CHAMBER

The Executive Chamber is the Office of the Governor and includes the immediate staff that assists the Chief Executive in the management of State government.

Table 65 illustrates the Hispanic representation in the Executive Chamber.

TABLE 65

TOTAL WORK FORCE AND HISPANIC WORK FORCE
EXECUTIVE CHAMBER

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	41	3	7.32
Professionals	40	3	7.50
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	139	4	2.88
Skill Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	<u>0</u>	<u>0</u>	<u> </u>
TOTAL	222	10	4.50

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

EXECUTIVE CHAMBER

Findings

- . The proportion of Hispanic personnel in the labor force of the agency in all occupational categories, is small.

Recommendations

- . Hispanic representation in all categories must be increased.

NEW YORK STATE THRUWAY AUTHORITY

Agency Goals, Objectives and Functions

The New York State Thruway Authority is responsible for the construction, reconstruction, improving, maintaining and operating the thruway system.

Table 66 illustrates the Hispanic representation in the Thruway Authority.

TABLE 66

TOTAL WORK FORCE AND HISPANIC WORK FORCE
THRUWAY AUTHORITY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	29	1	3.45
Professionals	134	1	0.75
Technicians	126	2	1.59
Protective Service Workers	0	0	
Para-Professionals	4	0	
Office/Clericals	1,433	26	1.82
Skilled Craft Workers	841	4	0.48
Service Maintenance	280	3	1.08
Unknown FOC	0	0	
TOTAL	<u>2,847</u>	<u>37</u>	<u>1.30</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF ENVIRONMENTAL CONSERVATION

Agency Goals, Objectives and Functions

The Department of Environmental Conservation is responsible for the protection and management of the State's environmental resources. It has custody of natural forest land and provides protection from forest fires and controls forest insects and diseases and provides technical advice on the preservation of forest lands.

Table 67 illustrates the Hispanic representation in the Department of Environmental Conservation.

TABLE 67

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF ENVIRONMENTAL CONSERVATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	96	0	
Professionals	1350	12	0.89
Technicians	616	3	
Protective Service Workers	341	0	
Para-Professionals	19	0	
Office/Clericals	605	6	1.00
Skilled Craft Workers	178	0	
Service Maintenance	220	0	
Unknown FOC	0	0	
TOTAL	3,425	21	0.62

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF LAW

Agency Goals, Objectives and Functions

The Department of Law is responsible for the legal affairs of the departments and agencies of State government. It is organized into six programs: Executive and Administration, Counsel for the State, Appeals and Opinions, Public Advocacy, Organized Crime Task Force and Hazardous Waste Disposal Sites Investigation.

Table 68 illustrates the Hispanic representation in the Department.

TABLE 68

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF LAW

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	22	1	4.55
Professionals	594	8	1.35
Technicians	88	6	6.82
Protective Service Workers	1	0	
Para-Professionals	142	12	8.46
Office/Clericals	513	42	8.19
Skilled Craft Workers	5	0	
Service Maintenance	3	0	
Unknown FOC	0	0	
TOTAL	<u>1,368</u>	<u>69</u>	<u>5.05</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF AUDIT AND CONTROL

Agency Goals, Objectives and Functions

The Department of Audit and Control is responsible for auditing the accrual and collection of all State revenues and receipts.

Table 69 illustrates the Hispanic representation in the Department.

TABLE 69

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF AUDIT AND CONTROL

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	83	0	
Professionals	762	7	0.92
Technicians	186	0	
Protective Service Workers	0	0	
Para-Professionals	4	0	
Office/Clericals	1,131	8	0.71
Skilled Craft Workers	8	0	
Service Maintenance	3	0	
Unknown FOC	0	0	
TOTAL	2,177	15	0.69

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF EQUALIZATION AND ASSESSMENT

Agency Goals, Objectives and Functions

The Division of Equalization and Assessment is responsible to carry out the policies and programs of the State Board of Equalization and Assessment whose main responsibilities are to establish equalization rates and to assist local governments in their administration of the real property tax.

Table 70 illustrates the Hispanic representation in the Division of Equalization and Assessment.

TABLE 70

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF EQUALIZATION AND ASSESSMENT

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	26	0	
Professionals	294	1	0.35
Technicians	84	0	
Protective Service Workers	0	0	
Para-Professionals	24	0	
Office/Clericals	130	1	0.77
Skilled Craft Workers	1	0	
Service Maintenance	1	0	
Unknown FOC	1	0	
TOTAL	561	2	0.36

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DIVISION OF MILITARY AND NAVAL AFFAIRS

Agency Goals, Objectives and Functions

The Division of Military and Naval Affairs is responsible for New York military forces: New York Army, Air National Guards, Naval Militia and New York Guard. These forces are available to the State, by order of the Governor, during natural disasters or emergency situations that threaten the lives and property of the State.

Table 71 illustrates the Hispanic representation in the Division of Military and Naval Affairs.

TABLE 71

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DIVISION OF MILITARY AND NAVAL AFFAIRS

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	100	1	1.00
Professionals	69	0	
Technicians	15	0	
Protective Service Workers	85	2	2.36
Para-Professionals	1	0	
Office/Clericals	118	2	1.70
Skilled Craft Workers	134	6	4.48
Service Maintenance	303	26	8.59
Unknown FOC	13	0	
TOTAL	838	37	4.42

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

RACING AND WAGERING BOARD

Agency Goals, Objectives and Functions

The State Racing and Wagering Board is responsible for the regulation of the State's house racing and off-track betting and the conduct of bingo and othre games of chance throughout the State.

Table 72 illustrates the Hispanic representation in the Racing and Wagering Board.

TABLE 72

TOTAL WORK FORCE AND HISPANIC WORK FORCE
RACING AND WAGERING BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	20	1	5.00
Professionals	101	0	
Technicians	81	2	2.47
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	50	3	6.00
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	255	6	2.36

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

NEW YORK STATE HOUSING FINANCE AGENCY

Agency Goals, Objectives and Functions

The New York State Housing Finance Agency is responsible for financing the construction of facilities for the State University of New York and the Department of Mental Hygiene and its component offices.

Table 73 illustrates the Hispanic representation in the agency.

TABLE 73

TOTAL WORK FORCE AND HISPANIC WORK FORCE
NEW YORK STATE HOUSING FINANCE AGENCY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	10	0	
Professionals	64	4	6.25
Technicians	0	0	
Protective Service Workers	1	0	
Para-Professionals	0	0	
Office/Clericals	36	6	16.67
Skilled Craft Workers	0	0	
Service Maintenance	2	0	
Unknown FOC	0	0	
TOTAL	113	10	8.85

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE ENERGY OFFICE

Agency Goals, Objectives and Functions

The State Energy Office's primary responsibility is to encourage energy conservation, promote the development and use of renewable energy resources and conduct long range energy planning.

Table 74 illustrates the Hispanic representation in the State Energy Office.

TABLE 74

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE ENERGY OFFICE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	16	0	
Professionals	97	2	2.07
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	3	0	
Office/Clericals	54	2	3.71
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	<u>172</u>	<u>4</u>	<u>2.33</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE COMMITTEE ON SENTENCING GUIDELINES

Agency Goals, Objectives and Guidelines

The State Committee on Sentencing Guidelines is responsible for developing a system of sentencing guidelines consistent with the principle that similar offenders convicted of similar offenses should receive similar sanctions.

Table 75 illustrates Hispanic representation in the Committee on Sentencing Guidelines.

TABLE 75

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE COMMITTEE ON SENTENCING GUIDELINES

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	3	0	
Professionals	12	2	16.67
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	3	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	18	2	11.12

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

ST. LAWRENCE-EASTERN ONTARIO COMMISSION

Agency Goals, Objectives and Functions

The St. Lawrence-Eastern Ontario Commission is responsible for protecting, preserving and developing the scenic, ecological, recreational and commercial resources of this area.

Table 76 illustrates the Hispanic representation in the Commission.

TABLE 76

TOTAL WORK FORCE AND HISPANIC WORK FORCE
ST. LAWRENCE - EASTERN ONTARIO COMMISSION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	2	0	
Professionals	7	0	
Technicians	1	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	3	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>14</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE LABOR RELATIONS BOARD

Agency Goals, Objectives and Functions

The State Labor Relations Board is responsible for ensuring private sector employees their right to bargain collectively using representatives of their own choice; conducts elections for union representation, and resolves unfair employer labor practices.

Table 77 illustrates the Hispanic representation in the State Labor Relations Board.

TABLE 77

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE LABOR RELATIONS BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	5	0	
Professionals	8	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	10	1	10.00
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	<u>24</u>	<u>1</u>	<u>4.17</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

OFFICE OF BUSINESS PERMITS AND REGULATORY ASSISTANCE

Agency Goals, Objectives and Functions

The Office of Business Permits and Regulatory Assistance is in charge of providing comprehensive intergovernmental permit information to the business community.

Table 78 illustrates the Hispanic representation in the Office of Business Permits and Regulatory Assistance.

TABLE 78

TOTAL WORK FORCE AND HISPANIC WORK FORCE
OFFICE OF BUSINESS PERMITS AND REGULATORY ASSISTANCE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	3	0	
Professionals	10	1	10.00
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	6	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>19</u>	<u>1</u>	<u>5.27</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984. Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

JOINT LABOR-MANAGEMENT COMMITTEE

Agency Goals, Objectives and Functions

The Joint Labor-Management Committee is responsible for examining issues confronting business and labor like system of experience - rating, alternative systems of rate-making for unemployment insurance, employer liability for total and partial disability benefits, rising product liability insurance premiums, impact of tax incentive.

Table 79 illustrates the Hispanic representation in the Joint Labor-Management Committee.

TABLE 79

TOTAL WORK FORCE AND HISPANIC WORK FORCE
JOINT LABOR - MANAGEMENT COMMITTEE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	1	0	
Professionals	1	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	1	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>3</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

COMMISSION ON JUDICIAL NOMINATION

Agency Goals, Objectives and Functions

The Commission on Judicial Nomination is responsible for preparing legislation modernizing the State's laws.

Table 80 illustrates the Hispanic representation in the Commission on Judicial Nomination.

TABLE 80

TOTAL WORK FORCE AND HISPANIC WORK FORCE
COMMISSION ON JUDICIAL NOMINATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	1	0	
Professionals	2	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	1	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>4</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

ADIRONDACK PARK AGENCY

Agency Goals, Objectives and Functions

The Adirondack Park Agency is responsible for State and private land use development plans within the Adirondack Park.

Table 81 illustrates the Hispanic representation in the Adirondack Park Agency.

TABLE 81

TOTAL WORK FORCE AND HISPANIC WORK FORCE
ADIRONDACK PARK AGENCY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	14	0	
Professionals	19	0	
Technicians	2	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	9	0	
Skilled Craft Workers	1	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	46	0	0

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE COMMISSION ON CABLE TELEVISION

Agency Goals, Objections and Functions

The State Commision on Cable Television has responsibility for oversight and regulation of the cable television industry in New York State.

Table 82 illustrates the Hispanic representation in the State Commission on Cable Television.

TABLE 82

TOTAL WORK FORCE AND HISPANIC WORK FORCE
STATE COMMISSION ON CABLE TELEVISION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	10	0	
Professionals	20	0	
Technicians	2	0	
Protective Service Workers	0	0	
Para-Professionals	2	0	
Office/Clericals	14	1	7.15
Skilled Craft Workers	0	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	49	1	2.05

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

**THE OFFICE OF THE SPECIAL PROSECUTOR TO INVESTIGATE
THE NEW YORK CITY CRIMINAL JUSTICE SYSTEM**

Agency Goals, Objectives and Functions

The Special Prosecutor is authorized to investigate and prosecute corruption at all levels of the city's criminal justice system.

Table 83 illustrates the Hispanic representation in the Office of the Special Prosecutor.

TABLE 83

TOTAL WORK FORCE AND HISPANIC WORK FORCE
THE OFFICE OF THE SPECIAL PROSECUTOR TO INVESTIGATE
THE NEW YORK CITY CRIMINAL JUSTICE SYSTEM

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	1	0	
Professionals	20	0	
Technicians	22	3	13.64
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	6	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	49	3	6.13

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

TEMPORARY STATE COMMISSION OF INVESTIGATION

Agency Goals, Objectives and Functions

The Temporary State Commission of Investigation is in charge of investigating matters affecting the public peace, safety or justice. It is empowered to hold hearings, confer immunity upon witnesses, compel testimony and production of documents. It does not have the power to prosecute.

Table 84 illustrates the Hispanic representation in the Temporary State Commission of Investigation.

TABLE 84

TOTAL WORK FORCE AND HISPANIC WORK FORCE
TEMPORARY STATE COMMISSION OF INVESTIGATION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	7	0	
Professionals	12	0	
Technicians	14	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	7	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>41</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

NEW YORK STATE FINANCIAL CONTROL BOARD

Agency Goals, Objectives and Functions

The Financial Control Board reviews and monitors the management of New York City financial affairs.

Table 85 illustrates the Hispanic representation in the New York State Financial Control Board.

TABLE 85

TOTAL WORK FORCE AND HISPANIC WORK FORCE
NEW YORK STATE FINANCIAL CONTROL BOARD

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	5	0	
Professionals	14	1	7.15
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	6	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	25	1	4.00

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

JOB DEVELOPMENT AUTHORITY

Agency Goals, Objectives and Functions

The Job Development Authority makes low interest mortgage loans to local non-profit development corporations to finance business and industrial projects in their communities.

Table 86 illustrates Hispanic representation in the Job Development Authority.

TABLE 86

TOTAL WORK FORCE AND HISPANIC WORK FORCE
JOB DEVELOPMENT AUTHORITY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	3	0	
Professionals	1	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	2	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>6</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

NEW YORK STATE ENERGY RESEARCH & DEVELOPMENT AUTHORITY

Agency Goals, Objectives and Functions

The Energy Research and Development Authority is responsible to study energy problems unique to New York State and to place emphasis on reducing New York's dependence on foreign energy supplies.

Table 87 illustrates the Hispanic representation in the Energy Research and Development Authority.

TABLE 87

TOTAL WORK FORCE AND HISPANIC WORK FORCE

New York State Energy Research and Development Authority

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	20	0	
Professionals	26	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	12	0	
Skilled Craft Workers	1	0	
Service Maintenance	1	0	
Unknown FOC	0	0	
TOTAL	<u>61</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

NEW YORK STATE TEACHER'S RETIREMENT SYSTEM

Agency Goals, Objectives and Functions

The New York State Teacher's Retirement System administers several statutory plans of teachers in the public schools and State University Colleges of New York State exclusive of New York City.

Table 88 illustrates the Hispanic representation in the Teacher's Retirement System.

TABLE 88

TOTAL WORK FORCE AND HISPANIC WORK FORCE
NEW YORK STATE TEACHER'S RETIREMENT SYSTEM

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	11	0	
Professionals	72	0	
Technicians	55	0	
Protective Service Workers	0	0	
Para-Professionals	29	0	
Office/Clericals	98	0	
Skilled Craft Workers	1	0	
Service Maintenance	4	0	
Unknown FOC	0	0	
TOTAL	<u>270</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

NEW YORK STATE BRIDGE AUTHORITY

Agency Goals, Objectives and Functions

The New York State Bridge Authority controls and operates the five bridges spanning the Hudson River.

Table 89 illustrates the Hispanic representation in the Bridge Authority.

TABLE 89

TOTAL WORK FORCE AND HISPANIC WORK FORCE
BRIDGE AUTHORITY

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	0	0	
Professionals	3	0	
Technicians	9	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	77	2	2.60
Skilled Craft Workers	5	0	
Service Maintenance	48	2	4.17
Unknown FOC	0	0	
TOTAL	<u>142</u>	<u>4</u>	<u>2.82</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

**STATE NORTHEASTERN QUEENS NATURE AND HISTORICAL
PRESERVE COMMISSION**

Agency Goals, Objectives and Functions

The State Northeastern Queens Nature and Historical Preserve Commission is responsible for the preservation of this area.

Table 90 illustrates the Hispanic representation in this Commission.

TABLE 90

TOTAL WORK FORCE AND HISPANIC WORK FORCE
NORTHEASTERN QUEENS NATURE AND HISTORICAL
PRESERVE COMMISSION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	1	0	
Professionals	0	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	1	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>2</u>	<u>0</u>	<u>0</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

STATE BOARD OF SOCIAL WELFARE

Agency Goals, Objectives and Functions

The major purposes of the board are to review, report and make recommendations concerning the policies and programs pertaining to child and adult care.

Table 91 illustrates the Hispanic representation in the State Board of Social Welfare.

TABLE 91

TOTAL WORK FORCE AND HISPANIC WORK FORCE

SOCIAL WELFARE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	15	1	6.67
Professionals	0	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	0	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	15	1	6.67

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

DEPARTMENT OF INSURANCE

Agency Goals, Objectives and Functions

The Insurance Department has statutory responsibility to approve corporate formations, mergers and consolidations of insuring organizations; actions of insurers which affect their financial soundness and stability; and licenses for insurance agents, brokers, adjusters, consultants and reinsurance intermediaries.

Table 92 illustrates the Hispanic representation in the Department of Insurance.

TABLE 92

TOTAL WORK FORCE AND HISPANIC WORK FORCE
DEPARTMENT OF INSURANCE

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	44	1	2.28
Professionals	383	10	2.62
Technicians	6	1	16.67
Protective Service Workers	0	0	0.00
Para-Professionals	4	0	0.00
Office/Clericals	223	18	8.08
Skilled Craft Workers	1	1	100.00
Service Maintenance	2	0	0.00
Unknown FOC	0	0	0.00
TOTAL	663	31	4.69

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

INTER-OFFICE COORDINATING COUNCIL (OMH)

Agency Goals, Objectives and Functions

The Inter-Office Coordinating Council has the responsibility to ensure that State policy for the prevention, care, treatment and rehabilitation of mental illness, mental retardation and developmental disabilities, alcoholism and substance abuse is comprehensively planned, developed and implemented.

Table 93 illustrates the Hispanic representation in the Inter-Office Coordinating Council.

TABLE 93

TOTAL WORK FORCE AND HISPANIC WORK FORCE
INTER-OFFICE COORDINATING COUNCIL (OMH)

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	2	0	
Professionals	15	0	
Technicians	29	0	
Protective Service Workers	0	0	
Para-Professionals	0	0	
Office/Clericals	22	0	
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	68	0	0

SOURCE: NY's Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

MEDICAID FRAUD CONTROL (LAW)

Agency Goals, Objectives and Functions

The Medicaid Fraud Control Unit is charged with the investigation and prosecution of fraud by any provider of Medicaid funded services.

Table 94 illustrates the Hispanic representation in the Medicaid Fraud Control Unit.

TABLE 94

TOTAL WORK FORCE AND HISPANIC WORK FORCE
MEDICAID FRAUD CONTROL (LAW)

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	6	0	
Professionals	141	4	2.84
Technicians	121	6	4.96
Protective Service Workers	0	0	
Para-Professionals	1	0	
Office/Clericals	59	0	8.48
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	328	15	4.58

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

TABLE 95

TOTAL WORK FORCE AND HISPANIC WORK FORCE
LABOR-MANAGEMENT COMMISSION

FEDERAL OCCUPATIONAL CATEGORY	AGENCY'S TOTAL	HISPANIC TOTAL	HISPANIC PERCENT
Officials/ Administrators	7	0	
Professionals	48	0	
Technicians	0	0	
Protective Service Workers	0	0	
Para-Professionals	4	0	
Office/Clericals	37	2	5.41
Skilled Craft Workers	0	0	
Service Maintenance	0	0	
Unknown FOC	0	0	
TOTAL	<u>96</u>	<u>2</u>	<u>2.09</u>

SOURCE: NYS Department of Civil Service, Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 26, 1984 Special Report to Governor's Advisory Committee for Hispanic Affairs, February 8, 1985.

BIBLIOGRAPHY

BERKO, FRANCIS M.

1984 Statement at the Mayor's Office of the Handicapped Conference, November 15.

CENTER FOR SOCIAL AND DEMOGRAPHIC ANALYSIS AT THE STATE
UNIVERSITY OF NEW YORK AT ALBANY

1984 The Impact of Migration on New York State. Albany, N.Y., CSDA, September.

CROSS, DOLORES E.

1984 "The Influence of Student Financial Aid on College Access and Choice for Minorities". Paper presented at the Second National Conference on Desegregation in Postsecondary Education, Durham, N.C., October 11.

1984 Threats to Access to Postsecondary Education for Minorities and Women. Albany, N.Y., New York State Higher Education Services Corporation, February.

1983 The Utilization of Financial Aid and Family Resources in Meeting College Costs. Albany, N.Y., New York State Higher Education Services Corporation, August.

ESTADES, ROSA

1978 Patterns of Political Participation of Puerto Ricans in New York City. Rio Piedras, Puerto Rico, University of Puerto Rico.

HISPANIC POLICY DEVELOPMENT PROJECT

1984 The Hispanic Almanac. New York, The Hispanic Policy Development Project, Inc.

HOWARD UNIVERSITY GRADUATE SCHOOL OF EDUCATION

1985 Bulletin, March.

JENNINGS, JAMES, ed.

1984 Puerto Rican Politics in Urban America. Westport, Conn., Greenwood Press.

KELLERMAN, SARA L.

1983 "The Impact of Migration Trends on the Provision of Mental Health Services in New York City". Paper presented at the Puerto Rican Family Institute, Inc. Conference on Migration, El Condado, Puerto Rico, September 26.

MANN, EVELYN and SALVO, JOHN

1984 "Characteristics of New Hispanic Immigrants to New York City: A Comparison of Puerto Rican and Non-Puerto Rican Hispanics". Paper presented at the annual meeting of the Population Association of America, Minneapolis, Minn., May 3.

NATIONAL CENTER FOR EDUCATION STATISTICS

1981 The Condition of Education for Hispanic Americans. Washington, D.C., NCES.

NATIONAL COMMISSION FOR EMPLOYMENT POLICY

1982 Hispanics and Jobs: Barriers to Progress, Report 14. Washington D.C., NCEP, September.

NEW YORK STATE HISPANIC CHAMBER OF COMMERCE

1984 "First Annual Dinner". Pamphlet, June 22.

OLINSKY, ARLENE

1983 An Analysis of Financial Aid Utilization by New York State Students, 1981-82. Albany, N.Y., NYSHESC, February.

RODRIGUEZ, ORLANDO, et al.

1984 "Crime Rates among Hispanics, Blacks, and Whites in New York City", Research Bulletin, Vol. 7, Num. 1-2. Bronx, N.Y., Hispanic Research Center at Fordham University, January-April.

1980 "Minorities and Criminal Justice Research and Conceptual Issues", Research Bulletin, Vol. 3, No. 4. Bronx, N.Y., Hispanic Research Center at Fordham University, October.

ROCKLAND JOURNAL NEWS

1984 "Spanish Speaking Psychiatric Patients Don't Have Many Visitors", December 31.

SISSON, PETER L.

1979 The Hispanic Experience of Criminal Justice. Bronx, N.Y., Hispanic Research Center, Fordham University, Monograph 3.

STATE OF NEW YORK DEPARTMENT OF CIVIL SERVICE

1985 Affirmative Action Work Force/Utilization Analysis by Occupational Category, December 16, 1984, Special Report to Governor's Advisory Committee for Hispanic Affairs. Albany, N.Y., DCS, February 8.

1984 Affirmative Action Budget Report. Albany, N.Y., DCS.

DEPARTMENT OF LABOR

1985 "Division of Affirmative Action Programs". Unpublished report, Albany, N.Y., DOL, February 4.

DEPARTMENT OF SOCIAL SERVICES

1984 Homelessness in New York State: A Report to the Governor and the Legislature. Albany, N.Y., DSS, October.

1984 "Conditions and Needs of the Homeless". Albany, N.Y. DSS

1982 "Fanshel Reports, Series 1", Albany, N.Y., DSS, March.

1982 Characteristics of AFDC Families in New York State. Albany, N.Y., DSS, December.

DIVISION OF HUMAN RIGHTS

1983 "Aspects of Hispanic and Asian American Discrimination: Utilization of Agency Services", Albany, N.Y., DHR.

DIVISION OF SUBSTANCE ABUSE SERVICES

1984 Substance Use Among New York State Public and Private School Students in Grades 7 through 12, 1983. Albany, N.Y., DSAS, September.

DIVISION FOR YOUTH

1984 Masterplan '84. Albany, N.Y., DFY, June 1.

GOVERNOR'S ADVISORY COMMITTEE ON HISPANIC AFFAIRS

1984 Interim Report. New York, GACHA, August.

1984 Public Hearings Before the Governor's Advisory Committee on Hispanic Affairs. (Albany, Rochester, Westchester, Suffolk, Nassau, New York City I, II, and III), New York, GACHA.

JOB TRAINING PARTNERSHIP COUNCIL

1984 "Job Training Partnership Act Title II, Participant Status Report, 10/1/83 to 6/30/84". As submitted by Peter F. Mannella, Executive Director JTPC, September 25.

OFFICE OF GENERAL SERVICES

1985 Executive Budget for the Fiscal Year April 1, 1985 to March 31, 1986. Albany, N.Y., OGS.

OFFICE OF MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES

1984 Third Annual Report. Albany, N.Y., OGS, September.

OFFICE OF MENTAL HEALTH

1981 "Patient Characteristics Survey", Albany, N.Y., OMH.

OFFICE OF MENTAL RETARDATION AND DEVELOPMENTAL DISABILITIES

1980 Comprehensive Plan for Services to Mentally Retarded and Developmentally Disabled Persons in New York State, 1981-1984. Albany, N.Y., OMRDD, October.

STATE UNIVERSITY OF NEW YORK

1985 "The State University of New York Work Force - 1984". Special Report to the Governor's Advisory Committee for Hispanic Affairs, Albany, N.Y., SUNY.

WORKER'S COMPENSATION BOARD

1985 Newsletter. February 20.

TIMES UNION

1985 Rochester, N.Y., February 27.

U.S. DEPARTMENT OF COMMERCE, BUREAU OF THE CENSUS

1981 "Persons of Spanish Origin by State: 1980", PC80-81-7. Washington, D.C., USGPO.

1981 General Social and Economic Characteristics: New York. Washington, D.C., USGPO.

1983 1980 Census of Population, Vol. I, Chapter D, Detailed Population Characteristics: New York, Sections 1 and 2, PC80-1-D34. Washington, D.C., USGPO.

1983 1980 Census of Population, Vol. I, Chapter B, General Population Characteristics: New York, PC80-1-B34. Washington, D.C., USGPO.

APPENDIX

433

459



No. 21

EXECUTIVE ORDER

PREScribing ARRANGEMENTS FOR ESTABLISHING A STATE PROGRAM FOR CONTRACT COMPLIANCE AND MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISE

WHEREAS, the opportunity for full participation in our free enterprise system by traditionally socially and economically disadvantaged persons is essential if we are to obtain social and economic equality for such persons and improve the functioning of our State economy; and

WHEREAS, in pursuit of economic opportunity for all persons, it is the policy of the State of New York to foster and promote the employment of minority group members and women and the development of minority and women-owned business enterprises and to develop a program designed to address their unique needs and circumstances; and

WHEREAS, important methods of directing our efforts are (a) to establish an office to guide and oversee a contract compliance and minority and women-owned business enterprise program; (b) to specify the authority of the Commissioners of Commerce and General Services to implement programs in support of minority and women-owned business enterprises; (c) to provide additional technical and management assistance to minority and women-owned business enterprises; (d) to establish an Executive Committee on Minority and Women-Owned Business Development to provide assistance in coordinating the participation of all State departments, agencies and public authorities in an enhanced minority and women-owned business enterprise effort; and (e) to develop a process to insure that only bona fide minority and women-owned business enterprises benefit from the program provided pursuant to this Executive Order, and

WHEREAS, it is necessary to implement performance reporting systems to promote the employment of minority group members and women and the procurement of goods and services produced by minority and women-owned business enterprises;

NOW, THEREFORE, I, Mario M. Cuomo, Governor of the State of New York, by virtue of the authority vested in me by the Constitution and Laws of the State of New York, do hereby order as follows:

Article 1. Office of Contract Compliance and Minority and Women-Owned Business Enterprise

There is hereby created in the Executive Chamber an Office of Contract Compliance and Minority and Women-Owned Business Enterprise (the "Office"), which shall be responsible for guiding and overseeing the programs of all entities covered by this Order aimed at increasing opportunities for minority group members and women and minority and women entrepreneurs to participate in state construction and procurement programs. The Office will be headed by a director appointed by the Governor. The Director will be a member of the staff of the Executive Chamber and report directly to the Governor.

1. The Office shall:

(a) Establish procedures and guidelines to insure that contractors undertake programs of affirmative action for the employment of minority group members and women, to the extent consistent with existing law. The procedure may require, to the extent consistent with existing law, the submission of an affirmative action program prior to the award of any contract, or at any time thereafter, and may require the submission of compliance reports relating to the operation and implementation of a contractor's affirmative action program.

(b) Develop a comprehensive State-wide plan and operational guidelines to promote minority and women-owned business enterprises and to assist them in obtaining a fair share of contracts for procurement of goods and services awarded by the State, including identification of barriers to minority and women-owned business enterprise development and investigation and evaluation of their effect on achieving the objectives of this Order.

(c) Establish regular performance reporting systems regarding implementation of programs designed to increase minority and women-owned business enterprise participation in procurement contracts by State departments, agencies and public authorities.

(d) Supervise the administration of the certification procedure established pursuant to subdivision (a) of Article 3 of this Order.

(e) Review existing State contracting procedures and make recommendations concerning amendments which would facilitate award of State contracts to minority and woman-owned business enterprises.

(f) Initiate and promote the development of programs and coordinate the use of resources of State and local governments, business and trade associations, universities, foundations, professional organizations, and volunteer and other groups towards the growth of minority and women-owned business enterprises, and act as a liaison in the coordination of the efforts of these groups with those of other federal, State and local departments and agencies charged with responsibility in this area.

(g) Annually review the reports of each State agency, department or public authority covered by this Order on its activities to promote minority and women-owned business enterprise development and identify the reporting entity's achievements, deficiencies, proposed solutions to problems, needs for external assistance and such other matters as may be appropriate or requested. The Office shall annually advise the Governor on the activities of the State agencies, departments and public authorities in effecting the provisions of this Order and may from time to time advise the Governor with respect to the actions and compliance with this Order of any departments, agencies or public authorities.

(h) Request reports and statements, as it deems necessary or desirable, from any department, agency or public authority, as appropriate, on their respective activities on behalf of minority and women-owned business enterprises pursuant to the provisions of this Order.

(i) Submit to the Governor, and the appropriate committees of the Legislature, by December 1 of each year, commencing 1983, a full report of its activities hereunder during the previous twelve months. Further, the Office shall, by September 30 of each year beginning in 1984, submit to the Governor its recommendations for legislation or other action it deems desirable to promote the purpose of this Order.

(j) Prepare a comprehensive report of the accomplishments of any contract compliance and minority and women-owned business enterprise program previously established, incorporating recommendations. The report shall be submitted to the Governor by January 1, 1984.

(k) Undertake such other activities as the Governor may require to fulfill the purposes of this order.

2. Powers and duties of the Director of the Office of Contract Compliance and Minority and Women-Owned Business Enterprise.

(a) The Director shall make recommendations to the Commissioner of General Services concerning State contract and bid terms to insure compliance with the provisions of this Order.

(b) In implementing the provisions of this Order, the Director shall review and make recommendations concerning agency rules, regulations and procedures concerning contracting activities, consistent with the purpose and intent of this Order and applicable statutes.

(c) The Director may issue guidelines and require agency or contractor submissions to the Director in a form prescribed by the Director in order to effectuate the provisions of this Order.

(d) The Director shall require, to the extent authorized by law, that notice of specific employment opportunity responsibilities imposed by this Order shall be included in any bid specifications or requests for proposals for all State contracts for construction, procurement, design, and services.

(e) The Director shall conduct a study, with the assistance of the Director of the Women's Division and the Commissioners of Commerce and General Services, to determine the status of women-owned business enterprises in State contracting activities and to make recommendations concerning methods to assist these enterprises and appropriate goals.

Article 2. Function of the Commissioner of Commerce

The Commissioner of Commerce shall:

(a) Develop, collect, summarize and disseminate information that will be helpful to persons and organizations throughout the State in undertaking or promoting the establishment and successful operation of minority and woman-owned business enterprises.

(b) Develop and make available to State agencies a registry of potential minority and woman-owned business enterprises conducting or desiring to conduct business within the State.

(c) Assist State departments, agencies and public authorities in the development of programs to foster and promote minority and woman-owned business enterprises and to assure participation of minority and woman-owned business enterprises in State contracts.

Article 3. Function of the Commissioner of General Services

The Commissioner of General Services shall:

(a) Develop and begin implementation of a procedure of certification of minority and woman-owned business enterprises which will utilize existing agency certification procedures. The Commissioner shall report to the Governor and the Director on the procedure developed, including an analysis of existing certification procedures of State departments, agencies and public authorities, and shall make recommendations as to the incorporation of such procedures into a State-wide certification program available to all agencies, departments and public authorities.

(b) Coordinate training of all procurement personnel of State departments, agencies and public authorities, emphasizing increased sensitivity and responsiveness to the unique needs and requirements of minority and woman-owned business enterprises.

(c) With the assistance of the Director, conduct a coordinated review of all existing and proposed State training and technical assistance activities in direct support of the minority and woman-owned business enterprise development program to assure consistency with the objectives of this Order.

(d) Render technical assistance to the Director and other State agencies respecting practicable methods and procedures designed to facilitate and increase the participation of minority and woman-owned business enterprises in the procurement of goods and services by departments, agencies and public authorities.

Article 4. Establishment of the Governor's Executive Committee on Minority and Women-Owned Business Development

The Governor's Executive Committee on Minority and Women-Owned Business Development (hereinafter referred to as the "Executive Committee") is hereby established. The membership of the Executive Committee shall consist of the following or their designees: the Commissioner of Commerce, who shall serve as chairperson, the Commissioner of General Services, who shall serve as vice-chairperson, the Secretary to the Governor, the Secretary of State, the Director of the Women's Division, the Director of the Budget, the Commissioner of Labor, the Commissioner of Transportation, the Commissioner of Environmental Conservation, the Superintendent of Banking and the Superintendent of Insurance. The Director shall attend all meetings of the Executive Committee, and serve as Secretary to the Executive Committee.

Any person designated by a member to attend Executive Committee meetings shall be a deputy commissioner or equivalent position. The Executive Committee shall meet not less frequently than quarterly.

It shall be the responsibility of the Executive Committee to advise and assist the Governor and the Director in developing programs to enhance opportunities for minority and women-owned business enterprise participation in state construction and procurement programs.

Article 5. Advisory Council for Minority and Women-Owned Business Enterprises

1. The Advisory Council for Minority and Women-Owned Business Enterprises (hereinafter referred to as the "Council") is hereby established.

2. The Council shall be composed of eleven members appointed by the Governor from among persons, including, but not limited to, members of minority groups and women and representatives from minority and women-owned business enterprises. The members shall serve for a term of two years and may be reappointed. The Governor shall designate the chairperson and vice-chairperson of the Council.

3. The Council shall be advisory to the Executive Committee and shall meet at the request of the Executive Committee in which capacity it shall:

(a) Serve as a source of knowledge and information on developments in different fields and segments of our economic and social life which affect minority and women-owned business enterprises.

(b) Keep informed of plans, programs and activities in the public and private sectors which relate to minority and women-owned business enterprises, and advise the Executive Committee, upon its request, on any measures to better achieve the objectives of this Order.

(c) The Chairperson of the Executive Committee shall arrange for technical assistance for the Advisory Council from procurement personnel of the State agencies.

Article 6. Responsibilities of Other State Departments, Agencies and Public Authorities

1. The head of each State department, agency and public authority covered by this Order, when requested, shall furnish information, assistance and reports to, and shall otherwise cooperate with, the Commissioner of Commerce and General Services and the Director in the performance of their functions hereunder.

2. The head of each State department, agency and public authority covered by this Order shall designate a deputy commissioner or such other similar executive officer to have primary and continuing responsibility for the participation and cooperation of that entity in matters concerning minority and women-owned business enterprise development.

3. The officials designated under the preceding paragraph, when so requested, shall review and report to the Director upon the activities and progress of the State's minority and woman-owned business enterprise development program, and shall keep the Director informed of all budgets, plans and programs of their departments, agencies or public authorities affecting minority and woman-owned business enterprise development.

Article 7. Reports

1. By September 1 of each year, beginning in 1984, each State agency, department and public authority affected by this Order shall submit an Annual Report on Minority and Women-Owned Business Development to the Director. Such submission shall include, in a format to be specified by the Director, a report on the entity's actions with respect to minority and woman-owned business enterprises. Each entity shall submit a copy of its annual report to the Commissioners of Commerce and General Services.

2. The Commissioners of Commerce and General Services shall submit to the Director by September 1 of each year, commencing in 1984, a full report of their agencies' activities hereunder and recommendations for legislation or other action desirable to effectuate the purpose of this Order.

Article 8. Policies and Standards

It is the policy of the State of New York to encourage the greatest possible participation of minority and woman-owned business enterprises in all state contracts for construction and the procurement of goods and services. The Director shall establish such policies, standards, definitions, criteria and procedures to seek to achieve the award of at least twelve percent of the total dollar value of contracts let by the State annually to minority business enterprises, and furthermore, to achieve a significant increase in the participation of woman-owned business enterprises, consistent with federal and State law. The Director may establish such other policies as he deems appropriate to effectuate the intent of this Order.

Article 9. Definitions

For the purposes of this Order, the following definitions shall apply:

1. **Minority Business Enterprise.** Any business enterprise which is at least fifty-one per centum owned by, or in the case of a publicly owned business, at least fifty-one percentum of the stock of which is owned by, citizens or permanent resident aliens who are:

- (a) Black persons having origins in any of the black African racial groups not of Hispanic origin;
- (b) Hispanic persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American of either Indian or Hispanic origin, regardless of race;
- (c) Asian and Pacific Islander persons having origins in any of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands; and
- (d) American Indian or Alaskan Native persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification;

and such ownership interest is real, substantial and continuing. The minority and woman-owned ownership must have and exercise the authority to independently control the business decisions of the entity.

2. **Woman-Owned Business Enterprise.** Any business enterprise which is at least fifty-one per centum owned by, or in the case of a publicly owned business, at least fifty-one per centum of the stock of which is owned by citizens or permanent resident aliens who are women, and such ownership interest is real, substantial and continuing.

3. Public Authority. A public authority shall include any public authority or public benefit corporation determined by the Executive Committee to fall within the coverage of this Order, and any authority which seeks to participate in the programs implemented by this Order.

4. Goods and Services. The procurement of goods and services shall include, but not be limited to, construction, design and related services.

Article 9. Revocation of Prior Executive Order and Effective Date

Executive Order No. 117, promulgated on December 9, 1981, is revoked and superseded by this Executive Order as of the date hereof.

G I V E N under my hand and the Privy
Seal of the State in the City of
Albany this third day
of August in the year one thousand
nine hundred eighty-three.

BY THE GOVERNOR

Secretary to the Governor



No. 41

EXECUTIVE ORDER

ESTABLISHING A COMPREHENSIVE WORK FORCE PLANNING PROGRAM

I, Mario M. Cuomo, Governor of the State of New York, recognizing the need for the State to develop work force planning systems, procedures and expertise which will identify occupational and technological trends and needs within State government, to use its resources to train and retrain State employees so as to meet those needs, and to provide State management with work force data which will be used to improve the State's human resource management system, do hereby establish the following:

I. Comprehensive Work Force Planning Program

There is hereby created a work force planning unit to be established within the Governor's Office of Employee Relations. This unit will develop and implement a comprehensive work force planning program which will be used to:

- a. identify programmatic, occupational, technological and demographic trends and changes which affect the State's work force and offer training and retraining opportunities to respond to such trends and changes;
- b. provide information, training, retraining and other resources to State employees which will enhance their opportunities for career mobility and advancement, while maintaining a stable State work force;
- c. develop information and ongoing systems which will allow the State to shift its human resources from declining occupations to occupations experiencing growth and technological change;
- d. develop appropriate data to assist management in decisions to combine, separate, add, or eliminate programs or services;
- e. develop appropriate data to facilitate decision-making in the event of future reductions in force and to assist in identifying alternatives to employee layoffs;
- f. serve as a means for unifying the State's human resource management policies.

The Director of Employee Relations shall consult with the public employee organizations which represent State employees on the implementation and use of the work force planning program.

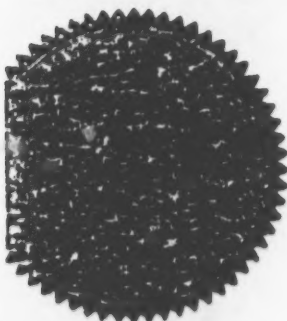
Where appropriate, public community colleges, four year colleges, universities and private institutions in the State shall be utilized in the training and retraining programs established pursuant to this Order.

The Director of Employee Relations shall submit periodic reports to the Governor regarding the development, implementation and progress of this program.

II. Interagency Human Resource Management Task Force

There is hereby created an Interagency Human Resource Management Task Force, and its membership shall consist of the following: The Director of Employee Relations (who shall serve as chairperson), the Director of the Budget, the Director of State Operations, and the President of the Civil Service Commission.

The Interagency Human Resource Management Task Force will be responsible for monitoring the implementation of the comprehensive work force planning program with particular emphasis on facilitating and encouraging interagency cooperation.



GIVEN under my hand and the Privy Seal
of the State in the City of Albany this
twenty-fifth day of May in the year
nineteen hundred eighty-four.

BY THE GOVERNOR

/s/ Mario M. Cuomo

/s/ Michael J. Del Giudice

~~Secretary to the Governor~~



MARIO M. CUOMO
GOVERNOR

State of New York
GOVERNOR'S ADVISORY COMMITTEE
for
HISPANIC AFFAIRS

2 World Trade Center, Suite 5777 New York, New York 10047
212- 587-2266

CHAIRPERSON
NANCY PADILLA
VICE-CHAIRPERSON

November 28, 1984

NESTOR LLAMAS
EXECUTIVE DIRECTOR

MEMBERS

EDUARDO CUESTA

Dear

ANGELO DEL TORO
ASSEMBLYMAN

OLGA DIAZ

DR. FLORA MANCUSO-
EDWARDS

FERNANDO FUENTES

In the hearings held throughout the State, the Governor's Advisory Committee for Hispanic Affairs found that for a large number of Hispanics, access to governmental services is thwarted by the lack of provisions that recognize their difficulties with the English language and cultural differences.

In order to determine how this situation can be remedied, we are conducting a survey to determine what State agencies have been able to do in this area. We would like to know the following:

1. Of the literature your agency provides for the public, what percentage is available in Spanish?

OLGA MENDEZ
SENATOR

Brochures:

___ 100% ___ 75% ___ 25% ___ 0%

MAGDALENA TORRES

Forms:

___ 100% ___ 75% ___ 25% ___ 0%

MOST REV RENE VALERO

Signs:

___ 100% ___ 75% ___ 25% ___ 0%

C-1

2. Providing literature in Spanish presents several difficulties. In what order of difficulty would you place the following:

___ cost
___ time
___ having personnel to do
 written translations

3. How many positions does your agency have of Spanish translators?

4. How many positions could your agency use of Spanish translators?

5. In the past year, how many in-service courses in Hispanic cultural awareness has your agency sponsored?

6. Providing in-service Hispanic cultural awareness courses presents some difficulties. In what order of difficulty would you place the following:

___ cost
___ time
___ lack of adequate material
___ having qualified training personnel
___ lack of interest of personnel to
 take course

7. Does your agency have any particular program designed specially for Hispanic Clientele?

- a. ___ yes - Please send synopsis of
 program
b. ___ no - Do you think you could provide a better service to the
 Hispanic client if such a
 program could be developed?

___ yes
___ no

8. Providing bicultural programs for Hispanics has several difficulties. In what order of difficulty would you place the following:

- ☐ cost
- ☐ time
- ☐ lack of bicultural models
- ☐ lack of knowledge
- ☐ lack of qualified personnel

We would appreciate if you would send us this information by December 17th.

Thank you for your cooperation.

Very truly yours,

Nestor Llamas
Executive Director

NLL/mn

cc: Dr. Henrik Dullea
Tonio Burgos
Members

SURVEY SENT TO THE FOLLOWING

Ms. Frances G. Berko, J.D., M.A.
State Advocate
Office of Advocate for the
Disabled
Agency Bldg. 1, 10th Floor
Empire State Plaza
Albany, NY 12223

Mr. Eugene S. Callender
Director
Office for the Aging
Agency Building 2
Empire State Plaza
Albany, NY 12223

Mr. Joseph Gerace
Commissioner
Dept. of Agriculture and
Markets
Building 8, State Campus
Albany, NY 12235

Mr. William J. Donahue
Commissioner
Department of Commerce
1 Commerce Plaza
Albany, NY 12245

Ms. Gail S. Shaffer
Secretary of State
Department of State
162 Washington Avenue
Albany, NY 12231

Dr. Katharine Webb
Commissioner
State Commission of
Correction
60 S. Pearl Street
Albany, NY 12207

Mr. Ronald A. Zweibel
Chairman
Crime Victims Board
97 Central Avenue
Albany, NY 12206

Mr. Richard J. Condon
Commissioner
Div. of Criminal Justice
Services
Executive Park Tower
Stuyvesant Plaza
Albany, NY 12203

Mr. Ramon Rodriguez
Chairman
Division of Parole
97 Central Avenue
Albany, NY 12206

Mr. Edmund B. Wutzer
Director
Division of Probation
60 S. Pearl Street
Albany, NY 12243

Mr. Thomas A. Coughlin, III
Commissioner
Dept. of Correctional
Services
Bldg. 2, State Campus
Albany, NY 12226

Ms. Kitty Carlisle Hart
Chairperson
Council on the Arts
80 Centre Street
New York, NY 10013

Mr. Richard Kessell
Chairperson and Executive
Director
State Consumer Protection
Board
99 Washington Avenue
Albany, NY 12210

Ms. Karen S. Burstein
President
Civil Service Commission
Dept. of Civil Service
1220 Washington Avenue
Albany, NY 12239

Mr. Cesar A. Perales
Commissioner
Dept. of Social Services
40 N. Pearl Street
Albany, NY 12243

Mr. Steven E. Katz
Commissioner
Office of Mental Health
44 Holland Avenue
Albany, NY 12229

Mr. Julio A. Martinez
Director
Div. of Substance Abuse
Services
Executive Park South
Albany, NY 12203

Mr. Robert V. Shear
Director
Office of Alcoholism
and Substance Abuse
Div. of and Alcoholism
and Alcohol Abuse
194 Washington Avenue
Albany, NY 12210

Mr. Arthur Y. Webb
Commissioner
Office of Mental Retardation
and Developmental Disabilities
44 Holland Avenue
Albany, NY 12229

Mr. Gordon M. Ambach
Commissioner
Education Department
Washington Avenue
Albany, NY 12234

Mr. Clifton R. Wharton, Jr.
Chancellor
State University of New York
State University Plaza
Albany, NY 12246

Mr. Harold R. Newman
Chairman
Public Employment Relations
Board
50 Wolf Road
Albany, NY 12205

Mr. Thomas F. Hartnett
Director of Employment
Relations
Office of Employee
Relations
Agency Building 2
Empire State Plaza
Albany, NY 12223

Mr. Douglas H. White
Commissioner
Div. of Human Rights
2 World Trade Center
New York, NY 10047

Ms. Lillian Roberts
Commissioner
Department of Labor
State Office Bldg.
Campus
Albany, NY 12240

Ms. Yvonne Scruggs-Leftwich
Commissioner
Div. of Housing and Community
Renewal
2 World Trade Center
New York, NY 10047

Mr. James L. Larocca
Commissioner
Dept. of Transportation
State Campus
1220 Washington Avenue
Albany, NY 12232

Mr. David Axelrod, MD
Commissioner
Department of Health
Corning Tower
Empire State Plaza
Albany, NY 12237

Mr. Leonard G. Dunston
Director
Division for Youth
84 Holland Avenue
Albany, NY 12208

Mr. George Falerno
Chairman
State Board of Elections
1 Commerce Plaza
P.O. Box 4
Albany, NY 12260

Mr. Donald O. Chesworth
Superintendent
Div. of State Police
Bldg. 22, State Campus
Albany, NY 12226

Mr. Anthony Gazzara
Chairman
Div. of Alcoholic
Beverage Control
250 Broadway
New York, NY 10007

Mr. John A. Passidomo
Commissioner
Dept. of Motor Vehicles
South Swan Street Bldg.
Empire State Plaza
Albany, NY 12228

Mr. Roderick G.W. Chu
Commissioner
Department of Taxation
and Finance
State Campus
Albany, NY 12227

Mr. Nicolas Sallese
Director
Div. of Veterans'
Affairs
194 Washington Avenue
Albany, NY 12210

Mr. Orin Lehman
Commissioner
Office of Parks, Recreation
and Historic Preservation
Agency Bldg. 1
Empire State Plaza
Albany, NY

Mr. James F. Regan
Chairman
Commission of Public
Employee Pension and
Retirement Systems
270 Broadway
New York, NY 10007

Mr. Henry G. Williams
Commissioner
Dept. of Environmental
Conservation
50 Wolf Road
Albany, NY 12233

Mr. Robert Abrams
Attorney General
Department of Law
State Capitol
Albany, NY 12224

Mr. William D. Cotter
Commissioner
NYS Energy Office
Agency Building 2
Empire State Plaza
Albany, NY 12223

Mr. Thomas Ulasewicz
Executive Director
Adirondack Park Agency
P.O. Box 99
Ray Brook, NY 12977

Mr. Edward P. Kearse
Executive Director
Commission on Cable
Television
Corning Tower
Empire State Plaza
Albany, NY 12223

Mr. Paul L. Gioia
Chairman
Public Service Commission
Agency Building 3
Empire State Plaza
Albany, NY 12223

Mr. James J. McCormack, Ph.D
Executive Director
Health Planning Commission
Corning Tower
Empire State Plaza
Albany, NY 12237

Mr. James P. Corcoran
Superintendent of Insurance
Insurance Department
160 West Broadway
New York, NY 10013

END OF SURVEY LIST.

LIST OF HEARING PARTICIPANTS

ALBANY

Commissioner Gordon M. Ambach
President
State University of New York
Department of Education

Commissioner David Axelrod
NYS Department of Health
Represented by
Dr. Linda Randolph
Director
Office of Public Health
Department of Health

Father Richard J. Broderick
Director
Spanish Center/Centro Hispano

Commissioner Karen Burstein
NYS Department of Civil Service

Commissioner Eugene S. Callender
Office of Aging

Commissioner William J. Donahue
NYS Department of Commerce

Ms. Maureen Dumas
President
NYS Association of Board
Members of Community Action
Agencies

Commissioner John C. Egan
Office of General Services

Mr. Angelo Falcon
Executive Director
Institute for Puerto Rican
Policy

Mr. Juan George
Member
Hispanic Political Coalition
of New York State

Ms. Harriet N. Gibbons
Executive Director
NYS Office of Equal
Opportunity and Fair
Housing

Ms. Eloisa Perez Spencer
President
Centro Civico Hispano
Americano en Albany

Mr. Louis Grumet
Executive Secretary
NYS Developmental Disability
Planning Council

Commissioner Steven E. Katz
NYS Department of Mental Health

Commissioner Yvonne Scruggs-
Leftwich
NYS Division of Housing and
Community Renewal

Commissioner James K. Larocca
NYS Department of Transportation
Represented by
John K. Mladinov
Executive Deputy Commissioner

Commissioner Julio Martinez
Division of Substance Abuse
Services

Commissioner Carl McCall
Division of Human Rights
Represented by
Roberto Albertorio
Deputy Commissioner

Commissioner Blair B. Nare
NYS Consumer Protection Board
Represented by
Evelyn Roth
Deputy Executive Director

Commissioner Cesar A. Perales
NYS Department of Social Services

Mr. Hilton Perez, Jr.
Chairman
NYS Affirmative Action Advisory
Council

Commissioner Lillian Roberts
NYS Department of Labor

Mr. Ramon Rodriguez
Executive Director
Division for Youth

Mr. Juan Rodrigo Rojas
Image of Albany

Chancellor Clifton Wharton, Jr.
State University of New York

BUFFALO

Ms. Daisy Albarran
Committee on Education

Ms. Alicia Augello
Coordinator of the Hispanic
Task Force

Represented by
Ms. Paulette Hammond
President
Buffalo Chapter of the
National Organization for
Women

Mr. John R. Birkholz
President
Erie Community College
Represented by
Dr. Cassell A. Lawson
Vice President

Ms. Joan Clarke
Concerned Citizen

Ms. Anna Cotton
Concerned Citizen

Mr. Gilbert Hernandez
Executive Director
Puerto Rican American
Community Association, Inc.

Ms. Carmen delValle-Kraus
Concerned Citizen

Senator Anthony M. Masiello
58th District

Dr. Olga Mendell
Concerned Citizen

Assemblyman Joseph T. Pillittere
138th District

Commissioner Richard Planavsky
Administration & Finance of City
of Buffalo

Mr. Mario H. Prado
Treasurer
National Image, Inc.
Buffalo Chapter

Mr. Eugene T. Reville
Superintendent of
Schools
Buffalo Public Schools

Mr. Paul Russi
and
Mr. Arturo Sala
Buffalo Police

Dr. Steven B. Sample
President
State University of
New York at Buffalo

Ms. Rebecca Soto
Concerned Citizen

Ms. Margo Villagomez
Concerned Citizen

NASSAU COUNTY

Mr. Joseph Azar, Esquire
Executive Director
Circulo de la Hispanidad

Senator Carol Berman
9th Senatorial District
Represented by
Ms. Marsha Abramson

Mr. Gil Bernardino
Executive Director
Circulo de la Hispanidad, Inc.

Ms. Maria Ross-Dozier, CSW
Psychiatric Social Worker

Ms. Ann M. Irvan
Executive Director
Nassau County Youth Board

Dr. Karen Shaw Kerpen
Member
Board of Directors
CARECEN
NYS Advisory Council
of Refugees

Dr. Marta Arias Klein
Instructor
Criminal Justice
Nassau County Community College

Congressman Robert J. Mrazek
3rd District
Represented by
Ms. Susan Schier

Prof. Ceferino Narvaez-Ortiz
Vice Chairperson
Hispanic Counseling Center, Inc.

Mr. Joseph Pena
President
Nassau County Hispanic
Foundation

Ms. Sylvia Press, CSW
Executive Director
Hispanic Counseling Center

Honorable Frances T. Purcell
Nassau County Executive
Represented by
Mr. Michael Brugal
Executive Director
CASA

Mr. Iran Rodriguez
Citizen

Ms. Rothell
Client
Hispanic Client Center

Ms. Sandra Ruiz-Scott
Assistant Professor
C.W. Post Center of Long
Island University

Mr. Paul Ruiz-Salomon
Chairperson
Hispanic Counseling Center, Inc.

Ms. Gail Schaefer
Secretary of State
Represented by
Ms. Maureen Glasheen

Ms. Valerie Someysille
Director
Division of Economic
Opportunity

NEW YORK CITY

Mr. Jack Agueros
Director
Museo del Barrio

Chancellor Anthony Alvarado
NYC Board of Education

Professor Emmo Alvarez
Puerto Rican Council on
Higher Education

Mr. Jose Alvarez
Accion Latino Brooklyn
Community Organization, Inc.

Mr. Cesar Amadeo
Hispanic Transit Society

Ms. Carol Bellamy
City Council President
Represented by
Mr. Joseph Mendez
Special Assistant for
Hispanic Community Affairs

Mr. Frances G. Berko, J.D., M.A.
State Advocate for the New York
State Office of Advocate for the
Disabled

Sgt. Wilke Bermudez
Secretary
Port Authority Police
Hispanic Society

Mr. Peter Bloch
President
Association for Puerto Rican/
Hispanic Culture, Inc.

Mr. Frank Bonilla
Director
Centro de Estudios Puertorriquenos
of the City University of New York

Ms. Sulieka Cabrera
Executive Director
Institute for Puerto Rican/
Hispanic Elderly

Ms. Alice Cardona
Center for Hispanic Educational
Leadership

Mr. Angel Ramos Caro
President
Puerto Rican Educator's
Association, Inc.

Mr. Phil Caruso
President
Patrolmen's Benevolent
Association of the City
of New York

Ms. Blanca Cedeno
President
United Neighborhood Houses
of New York, Inc.

Commissioner Blanca Cedeno
NYS Housing Authority

Mr. Joseph J. Christian
Chairman
NYC Housing Authority

Dr. Dolores Cross
President
NYS Higher Education Services
Corporation

Mr. Miguel Cruz
President
Creedmore Psychiatric Center
Local 486
Civil Service Employees
Association

Mr. Manuel Diaz, Jr.
Executive Director
PROGRESS, Inc.

Dr. Rafael Esparra
Special Advisor to the
Mayor of New York City for
Hispanic Affairs

Ms. Susan Fernandez
Director
Program Operations
Puerto Rican Youth
Development and Resource
Center, Inc.

Councilwoman Miriam Friedlander

Mr. Anibal Garcia
Council for Better Community

Mr. Augustin Garcia
Director
Dominican Associations, Inc.

Commissioner Ronald T. Gault
NYC Department of Employment

Commissioner Anthony Gliedman
Commissioner
Department of Housing Preservation
and Development

Mr. Harrison J. Goldin
City Comptroller

Mr. Angelo Gonzalez
Executive Director
ASPIRA of New York, Inc.

Mr. Augustin Gonzalez
Executive Director
Puerto Rican Family
Institute, Inc.

Dr. Edward Gonzalez, Jr.
NYS School of Industrial
and Labor Relations
Cornell University

Mr. Luis Gonzalez
President
NYC Housing Police
Department
Hispanic Society
Represented by
Mr. Eugene C. Assencio

Congressman Robert Garcia
18th District

Mr. Steven Greenberg
Coordinator
Department of Agriculture,
Migrant Labor Programs

Mr. Thomas F. Hartnett
Director
Office of Employee Relations
Represented by
Ms. Margaret Doolan
Assistant Director

Mr. Kitty Carlisle Hart
Chairperson
NYC Council on the Arts

Mr. Joseph Wells
Director
Public Relations

Mr. Hector Hernandez
Second Vice President
Hispanic Society
NYC Fire Department

Mr. Jose Hernandez
Professor
Department of Black and
Puerto Rican Studies
Hunter College
City University of New York

Mr. David R. Jones
Executive Director
NYC City Youth Board

Commissioner Sara L.
Kellerman, M.D.
Department of Mental Health
Mental Retardation and
Alcoholism Services

Mayor Edward Koch
Represented by
Deputy Mayor Stanley Brezenoff

Mr. Jack Krauskop
Administrator
Human Resources Administration

Assemblyman Frank J. Barbaro
47th District
Represented by
Mr. Nathan Laks
Senior Executive Assistant

Mr. John E. Lave
President
Local 188, Transport Workers

Mr. Guillermo Linares
Chairperson
Coalition for the Construction
of P.S. 48, Manhattan

Commissioner Robert M. Litke
Department of General Services

Mr. Frank Lopez
Associate Director for
Affirmative Action

Assemblyman Jerrold Nadler
67th Assembly District

Mr. David Lopez
Chairman
Eric Arroyo
Executive Director
Ms. Linda Ansanto
Assistant Director
Association of Puerto Rican
Executive Directors

Mr. Samuel Lopez
President
United Third Bridge, Inc.

Ms. Julie Levine-Martinez
Acting Coordinator
Casita Maria' Bronx Center

Mr. John J. McLaughlin
Acting President
Health & Hospitals Corporation
New York City

Mr. Reinaldo Medina
Bilingual Coordinator
NYS Department of Correctional
Services

Councilwoman Ruth Messenger
Senator Daniel P. Moynihan

Mr. Julio E. Munoz
Chairman
Community Board #6

Mr. Robert Munoz
President
National Association for
Hispanic Civil Rights

Chancellor Joseph S. Murphy
The City University of New York

Ms. Ella O'Brien
Program Specialist
NYS Migrant Child Care Program

Mr. Juan U. Ortiz
City Personnel Director

Congressman Major R. Owens
12th District

Puerto Rican Traveling Theatre

Mr. William Reyes
Hispanic Coalition of
New York State Workers
Division for Youth

Mr. Franklin D. Rivera
President
The Hispanic Society, Inc.,
of the New York City Transit
Police Department

Assemblyman Jose Rivera
77th District

Ms. Miluka Rivera
President
Alliance of Latin Artists
Society

Mr. Peter Rivera
President
Mr. Anthony Suarez
Puerto Rican Bar Association

Assemblyman Victor L. Robles
53rd District

Mr. Julio Rodriguez
Executive Director
Institute of Puerto Rican
Urban Studies, Inc.

Mr. Felix Romero
Consultant
Connecticut Commission on the
Arts

Ms. Petrita Hernandez-Rojas
Director of Education
NYS Department of Correctional
Services

Commissioner Janet Sainer
Department of the Aging

Mr. Luis A. Salgado
President
Hispanic Society of the
New York City Police
Department

Mr. Felix S. Sanabria
President
Hispanic Society
NYC Sanitation Department

Assemblyman Steven Sanders
63rd Assembly District

Mr. Manuel Santiago
President
Coalition for Hispanics in
Media

Mr. Damaso Seda
President
Labor Council for Latin
American Advancement

Mr. Robert Shuster
President
Ballet de Puerto Rico

Commissioner Joseph E. Spinnato
NYC Fire Department

Ms. Norma Stanton
Executive Director
H.A.C.E.R.
Hispanic Women's Center

Commissioner Norman Steisel
City of New York Department
of Sanitation

Mr. William J. Stern
Chairman and President
NYS Urban Development Corp.
Represented by
Mr. John Plateau
Senior Vice President
for Affirmative Action
Urban Development Corp.

Ms. Christin Toosie
Chairperson
Casita Maria
Represented by
Ms. Julie Levine
Acting Coordinator

Ms. Migdalia de Jesus-Torres
Puerto Rican Studies
John Jay College

Congressman Edolphus Towns
11th District

Mr. Jay Turoff
Chairman
Taxi and Limousine Commission

Ms. Marta Moreno Vega
Executive Director
Caribbean Cultural Center

Commissioner Henry J. Williams
NYS Department of Environmental
Conservation

ROCHESTER

Mr. Thomas R. Argust
Executive Director
Rochester/Monroe County
Youth Bureau

Mr. Hugh Brantley
Attorney
Farm Worker Legal
Services of New York

Mr. Roberto Burgos
Executive Director
Puerto Rican Youth
Developmental Resource
Center

Mr. George Colon, Jr.
Director
Office of Education and
Skills Training Program
Ibero-American Action
League, Inc.

Mr. Gustavo Cordero
Correctional Counselor
Attica Correctional
Facility
NYS Department of Corrections

Mr. Jose Cruz
National Council on
Alcoholism

Mr. Jose Cruz
Project Coordinator
Minority Community
Outreach Project

Ms. Shirley Fernandez
Community Advocate
Statewide Youth Advocacy, Inc.

Mr. Juan J. George
Hispanic Coalition of
New York State, Inc.

Mr. Pilar Vilar-Glasow
Monroe Community College

Mr. Elston Hernandez
Executive Director
Ibero-American Housing, Co.

Ms. Lamar Jackson
Affirmative Action Officer
Monroe County
Represented by
Mr. Ralph Esposito
County Manager

Ms. Sharon Camarata-Konrad
Victim Services Coordinator
Rochester Police Department

Mr. DelMar E. Leach
Chief of Police
Represented by
P. Augusto Manon
Police/Community Liaison
Specialist
Rochester Police Department

Ms. Ruth Lopez
Concerned Citizen

Mr. Dexter Martinez
Youth Referral Counselor
Child Abuse Recognition
and Evaluation Unit

Ms. Luz Martinez
Executive Director
Spanish Action Coalition

Mr. Stewart Mitchell
Executive Director
Farm Workers Opportunities
in Oswego, New York

Dr. Joel L. Nitzkin
Director of Health
Monroe County
Department of Health

Ms. Nydia Padilla
United Way of Greater
Rochester

Mr. Juan Padilla
Concerned Citizen

Ms. Carla M. Polumbo
Attorney
NYS Department of Law

Mr. Pablo Rivera
Former Executive Director
Ibero-American Action League

Ms. Alicia Rodriguez
Chairperson
Bilingual Educational Council
Represented by
Ms. Margie Kresbull

Mr. Belton Roland
Concerned Citizen

Ms. Irene Rivera de Royson
Represented by
Ms. Ruth Lopez

Mayor Thomas Ryan

Ms. Yvette Salgado
Director
Bilingual Health Professions
Program for ABC

Ms. Gladys Santiago
Director
Ibero-American Services

Mr. Jose Santiago
Administrator
Chulper Corp.

Ms. Eileen Santos
Concerned Citizens

Dr. Francisco Sillas
Director
Multi-Bilingual Program
from SUNY Brockport

Ms. Kathy Spodo
Member
Rochester Board of
Education

Ms. Joyce M. Strazzabosco
Executive Director
Catholic Youth Organization

Ms. Rebecca Torres
Director
Bilingual Program for the
Rochester City School
District

Reverend Tracy
Associate Pastor
St. Andrew's Church
Roman Catholic Diocese
of Rochester

Mr. Julio Vasquez
Assistant Executive Director
Ibero-American Action League

Dr. Laval Wilson
Superintendent
City School District
Represented by
Mr. Manuel Rivera
Executive Assistant

SUFFOLK COUNTY

Ms. Alice Blanche
Coordinator
New Horizons Program
Suffolk County Community
College Western Campus

Mr. Richard Borda
Attorney

Ms. Maria S. Butler
Concerned Citizen

Ms. Jane Castaneda
Suffolk Action Coalition

Honorable Peter F. Cohalan
Suffolk County Executive

Mr. Carlos Cruz
Attorney

Congressman Thomas J. Downey
2nd District

Mr. Jose R. Fernandez, CSW
Executive Director
La Union Hispanica

Mr. Montseratt Fisher
Concerned Citizen

Ms. Myrna Garcia Gross
New York State Senate Employee

Ms. Elizabeth Guaniles
Member
Suffolk County Human Rights
Commission

Assemblyman Paul E. Harenberg
5th District

Dr. Paul Irizzary
President
Adelante of Suffolk County, Inc.
Deputy Director of Administration
Pilgrim Psychiatric Center

Ms. Evelyn Sanchez
Founder
Puerto Rican Professionals
in Long Island

Mr. Jaime Suarez
La Asociacion Civica Latinos

Mr. Humberto Vando
President
Brentwood Islanders Lions Club

Ms. Louise P. Jones
Special Assistant to
the County Executive
Minority Affairs

Mr. William Larrenqui
Social Worker

Mr. Ruben Malave
Hispanic Parents Association
School District of Brentwood

Mr. Armando Montano
Former Assemblyman

Mr. Rick Montano
Executive Director
Suffolk County Human Rights
Commission

Ms. Carmen Morales, CSW
Vice President
Long Island Chapter of
Puerto Rican and Hispanic
Social Workers

Dr. Samuel Negrón
National Program Director
National Puerto Rican
Forum

Mr. Mark Probert
Attorney

Mr. Arturo Quintana
Attorney

Sgt. Amadeo Rebolal
Commanding Officer
Suffolk County Police
Department

Ms. Irma Rivera
Suffolk Technical Institute

Ms. Anna Rosario
Member
South Brookhaven Health Council

Ms. Margarita Velasquez Rebolal
Construction Specialist
Long Island Affirmative Action
Program, Inc.

WESTCHESTER COUNTY

Ms. Rosa Calderon
Social Worker
Yonkers Youth Connection

Rev. Francisco T. Dominques,
A.A. Director
Office for Immigrant Services

Rev. Jose Fernandez
Hispanic Episcopal Center

Senator John E. Flynn
35th District

Ms. Mary Botte
Executive Director
Community Planning Council
Yonkers

Mr. Jovine
Fireman
Yonkers Fire Department

Ms. Mildred Kibrick
Director
Yonkers Youth Connection

Ms. Beverly Laughoin
Manager
NYS Department of Labor
Job Service Division

Commissioner William McLoughlin
Yonkers Fire Department

Mr. Wilson Morales
Chairman
Spanish Community Progress
Foundation

Rev. Eduardo O'Neil
Mayor's Hispanic Advisory
Committee .
New Rochelle

Honorable Andrew P. O'Rourke
County Executive
Westchester County
Represented by
Commissioner Charles Bates
White Plains Department of
Social Services

Councilman Harold Oxman
Majority Leader
City Council, Yonkers

Dr. Joan Raymond
Superintendent
Yonkers Public Schools

Mr. Nestor Riano
Social Worker
North Central Bronx
Hospital

Ms. Aida Rios
Spanish Speaking Institute

Assemblyman Nicholas Spano
Represented by
Ms. Joan Dierlein
Executive Assistant

Ms. Barbara Velasquez
Concerned Citizen

Ms. Shirley Werthamer
Candidate
83rd Assembly District

Mr. Luis H. Zayas
Assistant Professor
Columbia University
School of Social Work